

Expert Group on Measuring Quality of Employment

Statistical Framework on Measuring Quality of Employment

## **Draft indicator definition sheets, dimensions 1 to 4**

Note: Indicator definition sheets presented in this document are preliminary drafts to support the discussions at the meeting of experts on quality of employment, Geneva 11-13 September 2013. Before their finalisation, the indicator sheets will undergo a further review as well as a harmonisation of style and format.



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<b>Dimension of the indicator</b>	<b>1. Safety and ethics of employment</b> <b>1a. Safety at work</b>
<b>Name of the indicator</b>	<b>Rate of fatal occupational injuries per 100,000 employed persons (1a1)</b>
<b>Description</b>	The rate of fatal occupational injuries is calculated as the total number of fatal occupational injuries during the reference year divided by the total number of employed persons during the reference year multiplied by 100,000.
<b>Formula</b>	The formula is the following:  $\frac{\text{Total number of fatal occupational injuries during the reference year}}{\text{Total number of employed persons during the reference year}} \times 100,000$
<b>Recommended data source(s)</b>	Data for fatal occupational injuries shall preferably be based on registers and other administrative sources. The recommended data sources are national administrative systems for the notification of fatal occupational injuries, such as labour inspection records and annual reports, insurance and compensation records, and death registers.
<b>Target population</b>	Employed persons, irrespective of age and country of residence.
<b>Variables used</b>	<i>Fatal occupational injury</i> : an injury caused by an accident at work which leads to the death of a victim within one year of the accident.  <i>Accident at work</i> : a discrete occurrence in the course of work which leads to physical or mental harm. The phrase 'in the course of work' means whilst engaged in an occupational activity or during the time spent at work. This includes all accidents on board any means of transport used in the course of work but excludes commuting accidents, i.e., accidents that occur during the journey between home and the workplace. (cf. Commission Regulation (EU) No 349/2011 of 11 April 2011 implementing Regulation (EC) No 1338/2008 of the European Parliament and of the Council on Community

	<p>statistics on public health and health and safety at work, as regards statistics on accidents at work)</p> <p><i>Employed persons:</i> Employment defined according to the resolution of the 13th ICLS in 1982. (see glossary)</p>
<b>Measurement objectives</b>	<p>The objective of measuring the rate of fatal occupational injuries is to assess and monitor the extent to which workers are protected from work-related hazards and risks. The rate of fatal occupational injuries is a measure of the risk of having a fatal injury due to adverse work-related factors.</p>
<b>Recommended metadata</b>	<p>According to the ILO Decent Work Indicators report, the metadata should specify (i) whether the data relate to cases of occupational injury which have been reported (to an accident notification system or to an accident compensation scheme), compensated (by an accident insurance scheme) or identified in some other way (for example through a survey of households or establishments) and (ii) whether cases of occupational injury due to commuting accidents are included in the statistics.</p> <p>Article 4 of Commission Regulation (EU) No 349/2011 establishes that Member States shall transmit to Eurostat an annual verification and update of metadata according to a standard template specified by Eurostat. The following items should be included:</p> <ul style="list-style-type: none"> <li>• The population covered in terms of NACE Rev.2 sectors, and possibly subsectors, and employment status</li> <li>• The information on professions/activities for which data on accidents at work are subject to confidentiality by national legislation</li> <li>• The declaration rates of accidents at work which are to be used for correction of under-reporting (or over-reporting)</li> <li>• Countries providing data on a voluntary basis on non-fatal accidents of self-employed should declare the reporting levels separately for employees and for self-employed.</li> <li>• The coverage of different types of accidents as explained in this summary methodology, i.e. road accidents, fatal accidents, etc.</li> <li>• The sampling method, if applicable, used in the setup of micro-data collection</li> <li>• The sampling method, if applicable, which is used for</li> </ul>

	<p>encoding of the variables on causes and circumstances</p> <ul style="list-style-type: none"> <li>• The method used to compute the weights, if relevant, and the aspects included in the computation (correction for under/over reporting and/or for sampling)</li> <li>• The numbers of fatal road traffic accidents and fatal accidents on board by means of transport during journey in the course of work for persons employed outside the NACE rev. 2 sector H (Transportation)</li> <li>• Information about any national specificity essential for the interpretation and compilation of comparable statistics and indicators, i.e. description of the work insurance system for reporting accidents at work, discrepancies between national definitions and those included in ESAW methodology (definition of local unit, commuting accidents, etc.).</li> </ul> <p>It is also proposed to include the type of reporting system from which data on occupational injuries are collected, as well as, general information on the national authorities responsible for collecting ESAW data. See:</p> <p><a href="http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/en/hsw_acc_work_esms.htm">http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/en/hsw_acc_work_esms.htm</a></p>
<p><b>Recommended disaggregation</b></p>	<p>It is recommended to disaggregate this indicator by:</p> <ul style="list-style-type: none"> <li>- Sex</li> <li>- Age group</li> <li>- Employment status (employees / self-employed)</li> <li>- Hours worked (part-time / full-time)</li> <li>- Occupation</li> <li>- Economic activity</li> </ul>
<p><b>Interpretation guidelines</b></p>	<p><b>In general</b></p> <ul style="list-style-type: none"> <li>- The indicator may be used to identify groups of workers exposed to high risks of fatal occupational injuries. When measured over time, the indicator can reveal progress and deterioration in occupational safety. However, there may be strong annual fluctuations due to significant accidents or calamities. Therefore, the underlying trend should be analysed instead of annual changes.</li> <li>- The indicator is defined in terms of the total number of employed persons during the reference year. Therefore, no account is taken of differences in hours worked between groups of workers, countries or points in time.</li> </ul>



	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- For a comprehensive analysis of safety at work, the rate of fatal occupational injuries should be analysed together with the rate and severity of non-fatal occupational injuries and with other indicators of safety at work.</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- Occupational injuries happen more often in some occupations and branches of industry than in others. For this reason, the industrial structure of a country will influence the number of accidents depending on the share of high-risk sectors. This should be taken into account if cross-national comparisons are made. To some extent, by the way, this also applies to comparisons within the same country over time. To correct for this, a 'standardised' rate of fatal occupational injuries may be calculated.</li> </ul>
<b>Recommended calculation in the EU-LFS</b>	Not applicable	
<b>Further readings</b>	<p>Eurostat (2012), European Statistics on Accidents at Work, Summary methodology, 2012 edition, Eurostat Methodologies and Working Papers, Luxembourg. Available at:  <a href="http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-12-002/EN/KS-RA-12-002-EN.PDF">http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-12-002/EN/KS-RA-12-002-EN.PDF</a></p> <p>ILO (1998), Resolution concerning statistics of occupational injuries (resulting from occupational accidents), adopted by the Sixteenth International Conference of Labour Statisticians (October 1998).</p>	

<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1a Safety at work</b>
<b>Name of the indicator</b>	<b>Rate of nonfatal (with lost workdays) occupational injuries per 100,000 employed persons (1a2)</b>
<b>Description</b>	The rate of nonfatal occupational injuries with lost workdays is calculated as the total number of nonfatal occupational injuries with lost workdays during the reference year divided by the total number of employed persons during the reference year multiplied by 100,000.
<b>Formula</b>	The formula is the following:  $\frac{\text{Total number of nonfatal occupational injuries with lost workdays during the reference year}}{\text{Total number of employed persons during the reference year}} \times 100,000$
<b>Recommended data source(s)</b>	Data for nonfatal occupational injuries with lost workdays shall preferably be based on registers and other administrative sources. The recommended data sources are national administrative systems for the notification of nonfatal occupational injuries with lost workdays, such as labour inspection records and annual reports, or insurance and compensation records. If these are not available, population and/or establishment surveys may be used.
<b>Target population</b>	Employed persons, irrespective of age and country of residence.
<b>Variables used</b>	Nonfatal occupational injury with lost workdays: a nonfatal injury caused by an accident at work resulting in absence from work.  Accident at work: a discrete occurrence in the course of work which leads to physical or mental harm. The phrase 'in the course of work' means whilst engaged in an occupational activity or during the time spent at work. This includes all accidents on board any means of transport used in the course of work but excludes commuting accidents, i.e., accidents that occur during the journey between home and the work-

	<p>place. (cf. Commission Regulation (EU) No 349/2011 of 11 April 2011 implementing Regulation (EC) No 1338/2008 of the European Parliament and of the Council on Community statistics on public health and health and safety at work, as regards statistics on accidents at work)</p> <p>Employed persons: Employment defined according to the resolution of the 13th ICLS in 1982.</p>
<b>Measurement objectives</b>	<p>The objective of measuring the rate of nonfatal occupational injuries with lost workdays is to assess and monitor the extent to which workers are protected from work-related hazards and risks. The rate of nonfatal occupational injuries with lost workdays is a measure of the risk of having a nonfatal injury due to adverse work-related factors.</p>
<b>Recommended metadata</b>	<p>According to the ILO Decent Work Indicators report, the metadata should specify (i) whether the data relate to cases of occupational injury which have been reported (to an accident notification system or to an accident compensation scheme), compensated (by an accident insurance scheme) or identified in some other way (for example through a survey of households or establishments) and (ii) whether cases of occupational injury due to commuting accidents are included in the statistics.</p> <p>Article 4 of Commission Regulation (EU) No 349/2011 establishes that Member States shall transmit to Eurostat an annual verification and update of metadata according to a standard template specified by Eurostat. The following items should be included:</p> <ul style="list-style-type: none"> <li>• The population covered in terms of NACE Rev.2 sectors, and possibly subsectors, and employment status</li> <li>• The information on professions/activities for which data on accidents at work are subject to confidentiality by national legislation</li> <li>• The declaration rates of accidents at work which are to be used for correction of under-reporting (or over-reporting)</li> <li>• Countries providing data on a voluntary basis on non-fatal accidents of self-employed should declare the reporting levels separately for employees and for self-employed.</li> <li>• The coverage of different types of accidents as explained in this summary methodology, i.e. road accidents, fatal</li> </ul>

	<p>accidents, etc.</p> <ul style="list-style-type: none"> <li>• The sampling method, if applicable, used in the setup of micro-data collection</li> <li>• The sampling method, if applicable, which is used for encoding of the variables on causes and circumstances</li> <li>• The method used to compute the weights, if relevant, and the aspects included in the computation (correction for under/over reporting and/or for sampling)</li> <li>• The numbers of fatal road traffic accidents and fatal accidents on board by means of transport during journey in the course of work for persons employed outside the NACE rev. 2 sector H (Transportation)</li> <li>• Information about any national specificity essential for the interpretation and compilation of comparable statistics and indicators, i.e. description of the work insurance system for reporting accidents at work, discrepancies between national definitions and those included in ESAW methodology (definition of local unit, commuting accidents, etc.).</li> </ul> <p>It is also proposed to include the type of reporting system from which data on occupational injuries are collected, as well as, general information on the national authorities responsible for collecting ESAW data. See:</p> <p><a href="http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/en/hsw_acc_work_esms.htm">http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/en/hsw_acc_work_esms.htm</a></p>
<p><b>Recommended disaggregation</b></p>	<p>It is recommended to disaggregate this indicator by:</p> <ul style="list-style-type: none"> <li>- Days lost (i.e., the number of days during which the victim is unfit for work, including the threshold of four days which is used in the ESAW data collection)</li> <li>- Sex</li> <li>- Age group</li> <li>- Employment status (employees / self-employed)</li> <li>- Hours worked (part-time / full-time)</li> <li>- Occupation</li> <li>- Economic activity</li> <li>- Type of injury</li> </ul>
<p><b>Interpretation guidelines</b></p>	<p><b>In general</b></p> <ul style="list-style-type: none"> <li>- The indicator may be used to identify groups of workers exposed to high risks of nonfatal occupational injuries with lost workdays. When measured over time, the indicator</li> </ul>

		<p>can reveal progress and deterioration in occupational safety.</p> <ul style="list-style-type: none"> <li>- The indicator is defined in terms of the total number of employed persons during the reference year. Therefore, no account is taken of differences in hours worked between groups of workers, countries or points in time.</li> </ul>
	<p><b>In relation to other indicators and context indicators</b></p>	<ul style="list-style-type: none"> <li>- For a comprehensive analysis of safety at work, the rate of nonfatal occupational injuries with lost workdays should be analysed together with the rate and severity of fatal occupational injuries and with other indicators of safety at work.</li> </ul>
	<p><b>Concerning international comparability</b></p>	<ul style="list-style-type: none"> <li>- Accidents at work happen more often in some occupations and branches of industry than in others. For this reason, the industrial structure of a country will influence the number of accidents depending on the share of high-risk sectors. This should be taken into account if cross-national comparisons are made. To some extent, by the way, this also applies to comparisons within the same country over time. To correct for this, a 'standardised' rate of nonfatal occupational injuries with lost workdays may be calculated.</li> </ul>
<p><b>Recommended calculation in the EU-LFS</b></p>	<p>Data on nonfatal occupational injuries with lost workdays are not regularly collected within the LFS. Within the EU, these data are collected under the ESAW regulation. However, the indicator may be based on the 2007 and 2013 LFS ad hoc modules on accidents at work and work-related health problems. The relevant variables in these modules are:</p> <p>AWNUMBR - Accidents at work in the last 12 months  AWBACKW (2007) and AWDOFF (2013) - Period off work because of the accident</p> <p>A nonfatal occupational injury with lost workdays is defined as (AWNUMBR = 1 or AWNUMBR = 2) and AWDOFF ne 2, with:</p> <p>AWNUMBR = 1 (One accident at work)  AWNUMBR = 2 (Two or more accidents at work)  AWDOFF = 2 (Less than one day or no time off)</p> <p>The rate of nonfatal (with lost workdays) occupational injuries per 100,000 employed persons is calculated according to the formula above.</p>	

<b>Further readings</b>	<p>Eurostat (2012), European Statistics on Accidents at Work, Summary methodology, 2012 edition, Eurostat Methodologies and Working Papers, Luxembourg. Available at: <a href="http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-12-002/EN/KS-RA-12-002-EN.PDF">http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-12-002/EN/KS-RA-12-002-EN.PDF</a></p> <p>ILO (1998), Resolution concerning statistics of occupational injuries (resulting from occupational accidents), adopted by the Sixteenth International Conference of Labour Statisticians (October 1998).</p>
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<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1a Safety at work</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons working in hazardous economic activities and occupations (1a3)</b>
<b>Description</b>	The indicator is calculated as the total number of employed persons working in hazardous economic activities and occupations during the reference year divided by the total number of employed persons during the reference year multiplied by 100. If total numbers are not available, annual averages may be used.
<b>Formula</b>	The formula is the following:  $\frac{\text{Total number of employed persons in hazardous economic activities and occupations during the reference year}}{\text{Total number of employed persons during the reference year}} \times 100$
<b>Recommended data source(s)</b>	Data on employed persons working in hazardous economic activities and occupations shall preferably be based on registers and other administrative sources. If these are not available, population, employed persons and/or establishment surveys may be used.
<b>Target population</b>	Employed persons, irrespective of age and country of residence.
<b>Variables used</b>	<i>Hazardous economic activities and occupations</i> : economic activities and occupations defined as hazardous according to national law or regulation.  <i>Employed persons</i> : Employment defined according to the resolution of the 13th ICLS in 1982.
<b>Measurement objectives</b>	The objective of measuring the percentage of employed persons working in hazardous economic activities and occupations is to assess the extent to which the labour force is exposed to unsafe working conditions.

<b>Dimension of the indicator</b>		<b>1 Safety and ethics of employment</b> <b>1a Safety at work</b>
<b>Recommended metadata</b>		The metadata should include a detailed list of ISIC- or NACE-codes for economic activities and ISCO-codes for occupations defined as hazardous according to national law or regulation.
<b>Recommended disaggregation</b>		It is recommended to disaggregate this indicator by: <ul style="list-style-type: none"> <li>- Sex</li> <li>- Age group</li> <li>- Employment status (employees / self-employed)</li> <li>- Hours worked (part-time / full-time)</li> <li>- For employees: type of contract</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- The indicator may be used to identify the extent to which the labour force is exposed to unsafe working conditions.</li> <li>- However, the indicator has some limitations if the aim is to monitor changes over time. E.g., if policies aimed at improving safety at work within hazardous industries and occupations are successful while the number of people working in such industries and occupations remains stable (or even increases because these are considered more attractive), this will not be detected from the figures. Moreover, the list of hazardous economic activities and occupations as defined by national law or regulation may change over time.</li> <li>- The indicator is defined in terms of the total number of employed persons during the reference year. Therefore, no account is taken of differences in hours worked between groups of workers, countries or points in time.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- For a comprehensive analysis of safety at work, the percentage of employed persons working in hazardous economic activities and occupations should be analysed together with other indicators of safety at work.</li> <li>- Because of the limitations of the indicator for cross-temporal (and also cross-national) comparisons and also because hazardous economic activities and occupations may not be laid down in national law or regulation, an additional or alternative indicator might be the percentage of employed persons who are actually exposed to hazards at work. The latter may be derived from the 2007 and 2013 ad hoc modules on accidents at work and work-related</li> </ul>



<b>Dimension of the indicator</b>		<b>1 Safety and ethics of employment</b> <b>1a Safety at work</b>
		health problems of the EU Labour Force Survey and/or from the European Working Conditions Survey.
	<b>Concerning international comparability</b>	- International comparability of the indicator is limited since hazardous economic activities and occupations are likely to be defined differently in national law or regulation. Comparisons between countries may better be based on an additional/alternative indicator such as, e.g., the percentage of employed persons who are actually exposed to hazards at work.
<b>Recommended calculation in the EU-LFS</b>		Based on a list of economic activities and occupations defined as hazardous according to national law or regulation, the number of employed persons working in such activities/occupations can be based on the following variables: NACE3D - Economic activity of the local unit ISCO4D – Occupation This to be divided by the number of employed persons based on WSTATOR = 1,2 Actual exposure to risk factors may be based on the following variables from the EU LFS 2013 ad hoc module: PHYSRISK - Exposure to physical health risk factors MENTRISK - Exposure to mental well-being risk factors
<b>Further readings</b>		

<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1a Safety at work</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons who feel significant levels of stress related to their job (1a4)</b>
<b>Description</b>	The indicator is calculated as the total number of employed persons who feel significant levels of stress related to their job during the reference year divided by the total number of employed persons during the reference year multiplied by 100. If total numbers are not available, annual averages may be used.
<b>Formula</b>	The formula is the following:  $\frac{\text{Total number of employed persons who feel significant levels of stress related to their job during the reference year}}{\text{Total number of employed persons during the reference year}} \times 100$
<b>Recommended data source(s)</b>	Data on employed persons who feel significant levels of stress related to their job shall preferably be based on population or employed persons surveys.
<b>Target population</b>	Employed persons, irrespective of age and country of residence.
<b>Variables used</b>	<i>Significant levels of stress related to the job (self-reported):</i> Experiencing stress in one's work always or most of the time.  <i>Employed persons:</i> Employment defined according to the resolution of the 13th ICLS in 1982.
<b>Measurement objectives</b>	The objective of measuring the percentage of employed persons who feel significant levels of stress related to their job is to assess the extent to which the labour force is exposed to unsafe working conditions.
<b>Recommended metadata</b>	The metadata should include a detailed description of the survey methodology. Especially important is the exact phrasing of the survey item on stress (incl. the response category).

<b>Dimension of the indicator</b>		<b>1 Safety and ethics of employment</b> <b>1a Safety at work</b>
		ries) and the position of the item within the questionnaire.
<b>Recommended disaggregation</b>		It is recommended to disaggregate this indicator by: <ul style="list-style-type: none"> <li>- Sex</li> <li>- Age group</li> <li>- Employment status (employees / self-employed)</li> <li>- Hours worked (part-time / full-time)</li> <li>- For employees: type of contract</li> <li>- Occupation</li> <li>- Economic activity</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- The indicator may be used to identify the extent to which the labour force is exposed to unsafe working conditions.</li> <li>- The indicator is defined in terms of the total number of employed persons during the reference year. Therefore, no account is taken of differences in hours worked between groups of workers, countries or points in time.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- For a comprehensive analysis of safety at work, the percentage of employed persons who feel significant levels of stress related to their job should be analysed together with other indicators of safety at work.</li> <li>- In order to be able to give an interpretation to differences between groups of workers, countries and points in time, the indicator on stress should be analysed together with indicators on time pressure or overload of work.</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- International comparability of the indicator may be affected by cross-national variation in the understanding of the concept of stress, but also by differences in the survey measurement.</li> </ul>
<b>Recommended calculation in the EU-LFS</b>		It is recommended here to use the item on stress experienced in one's work from the 5 <sup>th</sup> European Working Conditions Survey (EWCS).
<b>Further readings</b>		

<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	<b>Employment below the minimum age (1b1)</b>
<b>Description</b>	Percentage of employed persons who are below the minimum age for work
<b>Formula</b>	$\frac{\text{number of employed persons below the min age for work}}{\text{total number of persons below the min age for work}} * 100$
<b>Recommended data source(s)</b>	<p><i>Household-based child labour survey</i> is the recommended data source, as it provides an effective tool for collecting a wide range of statistics on child labour and estimating its prevalence. It may be designed either in a stand-alone way or as a module attached to another household-based survey. A labour force survey (LFS) should be preferred, since similar concepts are applied and similar topics covered. The advantage of the household-based child labour survey is that the household is the most appropriate unit for identifying children and their families, measuring their socio-economic and demographic characteristics and housing conditions, obtaining information on the child's educational and work status, including engagement in hazardous work, and assessing the determinants and consequences of children's work.</p> <p><u>Other sources:</u></p> <ul style="list-style-type: none"> <li>- <i>An employment-based establishment survey</i> (intended to capture the <i>number of jobs</i>) may be considered only as a secondary option;</li> <li>- <i>Population census</i>;</li> <li>- <i>Other household survey</i> with employment module.</li> </ul> <p>In countries where child labour is a rare phenomenon or societal perception make it difficult to obtain reliable data, a mix of methods and different data sources may be considered to obtain indirect estimations.</p>
<b>Target population</b>	All persons in the age group from 5 to 14 years, where age is measured as the number of completed years at the child's latest birthday (see glossary)
<b>Variables used for the calculation</b>	- Employed persons: Employed children below the minimum age defined according to the <i>Resolution concerning statistics of child labour</i> adopted by the 18 <sup>th</sup> ICLS in 2008 (see glossary)

	<p>- Minimum age: Defined according to the ILO Minimum Age Convention, 1973 (No. 138) and national legislation (see glossary). The minimum age for admission to employment or work should not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years.</p>
<b>Measurement objectives</b>	<p>The indicator of employment below the minimum age provides information about the share of employed children who are below the minimum age specified for the kind of work performed.</p> <p>“Employment below the minimum age, excluding children in permissible light work” is one of the categories (elements) of the children engaged in “child labour”.</p> <p>International Conventions and the ILO Declaration on Fundamental Principles and Rights at Work require that child labour should be abolished. With this goal in mind, measurement of work that should be abolished is essential in order to gauge its incidence, distribution and characteristics and thus inform action and monitor progress towards its elimination.</p> <p>The objective of child labour statistics is to provide reliable, comprehensive and timely data to serve as a basis for determining priorities for national action for the elimination of child labour. Data are used for monitoring and evaluation of the child labour situation in particular, and the well-being of children in the general.</p>
<b>Recommended metadata</b>	<p>For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, definition of the minimum age (determined by national legislation) and geographic coverage are made available.</p>
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age groups (5-11 and 12-14 years)</li> <li>- School attendance</li> <li>- Type of work (light or regular work)</li> <li>- Hours of work (hours worked per week)</li> <li>- Status in employment (ICSE-93; particularly self-employed workers vs. employees; contributing family workers in total employment below the minimum age etc.)</li> <li>- Occupation (ISCO-08. Occupational data should be coded to the most detailed level of the national occupational clas-</li> </ul>

	<p>sification supported by the data).</p> <ul style="list-style-type: none"> <li>- Economic activity (ISIC rev.4/NACE rev.2)</li> <li>- Location of workplace (at home or away from home: street, market etc.)</li> <li>- Residency (urban, rural)</li> <li>- Regions</li> </ul>	
<b>Interpretation guidelines</b>	<p><b>In general</b></p>	<p>“Employment below the minimum age”, excluding children in “permissible light work”, should be abolished according to the ILO Minimum Age Convention, 1973, No.138.</p> <p>As element in the definition of “child labour” <i>employment below the minimum age</i> require consistency with the national legislated minimum age of employment and national adopted hours threshold for <i>permissible light work</i> (see glossary).</p> <p>The framework for the statistical identification of <i>employment below the minimum age</i> is the SNA production boundary: children engaged in any activity falling within the production boundary in the SNA for at least one hour during the reference period.</p> <p><i>Employment below the minimum age</i> should be analysed for differences between boys and girls.</p>
	<p><b>In relation to other indicators and context indicators</b></p>	<p>Child labour indicators and its elements (here: <i>employment below the minimum age</i>) may be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the child’s household;</li> <li>- school attendance status;</li> <li>- working conditions including impact on children’s health and education;</li> <li>- engagement in unpaid household services etc.</li> </ul> <p><i>Employment below the minimum age</i> should be analysed related to the a) total number of children, b) total children in employment and c) total child labour.</p>
	<p><b>Concerning international comparability</b></p>	<p>Countries are encouraged to align statistical concepts and definitions related to child labour with the prevailing national laws and regulations. Data collected should be comprehensive and their compilation sufficiently detailed to facilitate international comparability based on the concepts and definitions provided in the ILO Resolution concerning statistics of child labour.</p> <p>Utilisation of the ILO Resolution should help to facilitate the</p>

		international comparability of child labour statistics by minimizing differences across countries.
<b>Recommended calculation in the EU-LFS or other international surveys</b>		- Currently no recommendations
<b>Further readings</b>		<p>ILO: Minimum Age Convention, ILO Convention No. 138, 1973. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO</a></p> <p>ILO: Worst Form of Child Labour Convention, ILO Convention No. 182, 1999. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO</a></p> <p>ILO: Worst Forms of Child Labour Recommendation, ILO Recommendation No. 190, 1999. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO</a></p> <p>ILO: Resolution concerning statistics of child labour, adopted by the 18<sup>th</sup> ICLS, 2008. Link:  <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm</a></p> <p>ILO: Report III - Child Labour Statistics - 18<sup>th</sup> ICLS, Geneva, 24 November - 5 December 2008. Link:  <a href="http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang--en/index.htm</a></p> <p>ILO: SIMPOC Training Modules on Child Labour Data Collection, Processing, Analysis and Reporting, ILO, Geneva, 2005. Link:  <a href="http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=5044">http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=5044</a></p> <p>ILO: Manual for child labour data analysis and statistical reports, ILO, Geneva, 2004. Link:  <a href="http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=3079">http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=3079</a></p> <p>ILO: Other Manuals on Child Labour. Link:  <a href="http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/Manuals/lang--en/index.htm">http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/Manuals/lang--en/index.htm</a></p> <p>ILO: Decent Work Indicators. Concept and definitions. ILO manual, 2012. Link:  <a href="http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm">http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm</a></p>

	<p>ILO: Global child labour developments: Measuring trends from 2004 to 2008. Link: <a href="http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=13313">http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=13313</a></p>
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<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	<b>Children in “hazardous” industries and occupations (1b2)</b>
<b>Description</b>	Percentage of employed persons below a certain age (e.g., 18 years) in “hazardous” industries and occupations (to be defined by countries)
<b>Formula</b>	$\frac{\text{number of employed persons below 18 years in hazardous industries and occupations}}{\text{total number of persons below 18 years}}$
<b>Recommended data source(s)</b>	<p><i>Household-based child labour survey</i> is the recommended data source, as it provides an effective tool for collecting a wide range of statistics on child labour and estimating its prevalence. It may be designed either in a stand-alone way or as a module attached to another household-based survey. A labour force survey (LFS) should be preferred, since similar concepts are applied and similar topics covered. The advantage of the household-based child labour survey is that the household is the most appropriate unit for identifying children and their families, measuring their socio-economic and demographic characteristics and housing conditions, obtaining information on the child’s educational and work status, including engagement in hazardous work, and assessing the determinants and consequences of children’s work.</p> <p><u>Other sources:</u></p> <ul style="list-style-type: none"> <li>- <i>An employment-based establishment survey</i> (intended to capture the <i>number of jobs</i>) may be considered only as a secondary option;</li> <li>- <i>Population census</i>;</li> <li>- <i>Other household survey with employment module.</i></li> </ul> <p>In countries where child labour is a rare phenomenon or societal perception make it difficult to obtain reliable data, a mix of methods and different data sources may be considered to obtain indirect estimations.</p>
<b>Target population</b>	All persons in the age group from 5 to 17 years, where age is measured as the number of completed years at the child’s latest birthday (see glossary)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>- Employed persons below 18 years: Employed children aged 5 to 17 years, defined according to the Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008 (see glossary)</li> <li>- “Hazardous” industries and occupations: defined according to the</li> </ul>

	Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	<p>The indicator “children in hazardous industries and occupations” provides information about the engagement of children aged 5 to 17 years in activities of a hazardous nature: designated hazardous industries and occupation, which are prohibited for their age.</p> <p>“Children in hazardous industries and occupations” is part of the “hazardous work by children”, - element of the children engaged in “child labour”.</p> <p>International Conventions and the ILO Declaration on Fundamental Principles and Rights at Work require that child labour should be abolished. With this goal in mind, measurement of work that should be abolished is essential in order to gauge its incidence, distribution and characteristics and thus inform action and monitor progress towards its elimination.</p> <p>The objective of child labour statistics is to provide reliable, comprehensive and timely data to serve as a basis for determining priorities for national action for the elimination of child labour. Data are used for monitoring and evaluation of the child labour situation in particular, and the well-being of children in the general.</p>
<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, list of hazardous industries and occupations (determined by national legislation) and geographic coverage are made available.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age groups</li> <li>- School attendance</li> <li>- Hours of work (hours worked per week)</li> <li>- Status in employment (ICSE-93; particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08. Occupational data should be coded to the most detailed level of the national occupational classification supported by the data).</li> <li>- Economic activity (ISIC rev.4/NACE rev.2)</li> <li>- Location of workplace (at home or away from home: street, market etc.)</li> <li>- Residency (urban, rural)</li> </ul>

		- Regions
<b>Inter-pretation guide-lines</b>	<b>In general</b>	<p>Engagement of children in hazardous industries and occupations is prohibited and should be abolished according to the ILO Worst Form of Child Labour Convention, 1982.</p> <p>Among children in employment, all engaged in <i>designated hazardous industries</i> are first sorted out. Designated hazardous industries are the following two branches of economic activity: (a) mining and quarrying, and (b) construction. Among the children engaged in other branches of economic activity, those employed in <i>designated hazardous occupations</i> are then identified.</p> <p>As element in the definition of “child labour” children in “hazardous” industries and occupations require consistency with the national legislation. A list of hazardous industries and occupations in which employment of children is prohibited, as identified by individual countries, is very useful for estimation of hazardous child labour (see glossary).</p> <p>The framework for the statistical identification of <i>children in “hazardous” industries and occupations</i> is the SNA production boundary: children engaged in any activity falling within the production boundary in the SNA for at least one hour during the reference period.</p> <p>Children in “hazardous” industries and occupations should be analysed for differences between boys and girls.</p>
	<b>In relation to other indicators and context indicators</b>	<p>Child labour indicators and its elements (here: children in “hazardous” industries and occupations) may be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the child’s household;</li> <li>- school attendance status;</li> <li>- working conditions including impact on children’s health and education;</li> <li>- engagement in unpaid household services etc.</li> </ul> <p>Children in “hazardous” industries and occupations should be analysed related to the a) total number of children, b) total children in employment and c) total child labour.</p>
	<b>Concerning international comparability</b>	<p>Countries are encouraged to align statistical concepts and definitions related to child labour with the prevailing national laws and regulations. Data collected should be comprehensive and their compilation sufficiently detailed to facilitate international comparability based on the concepts and definitions provided in the ILO Resolution concerning statistics of child labour.</p>

		Utilisation of the ILO Resolution <i>concerning statistics of child labour</i> should help to facilitate the international comparability of child labour statistics by minimizing differences across countries.
<b>Recommended calculation in the EU-LFS or other international surveys</b>		- Currently no recommendations
<b>Further readings</b>		<p>ILO: Minimum Age Convention, ILO Convention No. 138, 1973. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO</a></p> <p>ILO: Worst Form of Child Labour Convention, ILO Convention No. 182, 1999. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO</a></p> <p>ILO: Worst Forms of Child Labour Recommendation, ILO Recommendation No. 190, 1999. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO</a></p> <p>ILO: Resolution concerning statistics of child labour, adopted by the 18<sup>th</sup> ICLS, 2008. Link:  <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm</a></p> <p>ILO: Report III - Child Labour Statistics - 18<sup>th</sup> ICLS, Geneva, 24 November - 5 December 2008. Link:  <a href="http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang--en/index.htm</a></p> <p>ILO: SIMPOC Training Modules on Child Labour Data Collection, Processing, Analysis and Reporting, ILO, Geneva, 2005. Link:  <a href="http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=5044">http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=5044</a></p> <p>ILO: Manual for child labour data analysis and statistical reports, ILO, Geneva, 2004. Link:  <a href="http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=3079">http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=3079</a></p> <p>ILO: Other Manuals on Child Labour. Link:  <a href="http://www.ilo.org/ipe/ChildlabourstatisticsSIMPOC/Manuals/lang--en/index.htm">http://www.ilo.org/ipe/ChildlabourstatisticsSIMPOC/Manuals/lang--en/index.htm</a></p> <p>ILO: Decent Work Indicators. Concept and definitions. ILO Manual, 2012. Link:</p>

[http://www.ilo.org/stat/Publications/WCMS\\_183859/lang-en/index.htm](http://www.ilo.org/stat/Publications/WCMS_183859/lang-en/index.htm)

ILO: Global child labour developments: Measuring trends from 2004 to 2008. Link:

<http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=13313>

<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	<b>Children working long hours of work (1b3)</b>
<b>Description</b>	Percentage of employed persons below a certain age (e.g., 18 years) with working hours exceeding a specific threshold
<b>Formula</b>	$\frac{\text{number of children aged 5 to 17 years working long hours}}{\text{total number of children aged 5 to 17 years}} * 100$
<b>Recommended data source(s)</b>	<p><i>Household-based child labour survey</i> is the recommended data source, as it provides an effective tool for collecting a wide range of statistics on child labour and estimating its prevalence. It may be designed either in a stand-alone way or as a module attached to another household-based survey. A labour force survey (LFS) should be preferred, since similar concepts are applied and similar topics covered. The advantage of the household-based child labour survey is that the household is the most appropriate unit for identifying children and their families, measuring their socio-economic and demographic characteristics and housing conditions, obtaining information on the child's educational and work status, including engagement in hazardous work, and assessing the determinants and consequences of children's work.</p> <p><u>Other sources:</u></p> <ul style="list-style-type: none"> <li>- <i>An employment-based establishment survey</i> (intended to capture the <i>number of jobs</i>) may be considered only as a secondary option;</li> <li>- <i>Population census</i>;</li> <li>- <i>Other household survey</i> with employment module.</li> </ul> <p>In countries where child labour is a rare phenomenon or societal perception make it difficult to obtain reliable data, a mix of methods and different data sources may be considered to obtain indirect estimations.</p>
<b>Target population</b>	All persons in the age group from 5 to 17 years, where age is measured as the number of completed years at the child's latest birthday (see glossary)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>- Working children: Employed children aged 5 to 17 years, defined according to the Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008 (see glossary)</li> <li>- Long hours of work: defined according to the Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008 (see</li> </ul>

	glossary). According to the Resolution long hours are defined as 43 or more hours of work during the reference week (43-hour threshold).
<b>Measurement objectives</b>	<p>The indicator “children working long hours of work” provides information about the engagement of children aged 5 to 17 years for long hours or during the night.</p> <p>“Children working long hours of work” is part of the “hazardous work by children”, - element of the children engaged in “child labour”. In this case, hazards derive from <i>work intensity</i> in terms of the duration or hours of work even where the activity or occupation is known to be non-hazardous or “safe”.</p> <p>International Conventions and the ILO Declaration on Fundamental Principles and Rights at Work require that child labour should be abolished. With this goal in mind, measurement of work that should be abolished is essential in order to gauge its incidence, distribution and characteristics and thus inform action and monitor progress towards its elimination.</p> <p>The objective of child labour statistics is to provide reliable, comprehensive and timely data to serve as a basis for determining priorities for national action for the elimination of child labour. Data are used for monitoring and evaluation of the child labour situation in particular, and the well-being of children in the general.</p>
<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, number of hours of work for children by national law or regulations, and geographic coverage are made available.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age groups</li> <li>- School attendance</li> <li>- Hours of work (hours worked per week)</li> <li>- Status in employment (ICSE-93; particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08. Occupational data should be coded to the most detailed level of the national occupational classification supported by the data).</li> <li>- Economic activity (ISIC rev.4/NACE rev.2)</li> <li>- Location of workplace (at home or away from home: street, market etc.)</li> </ul>

		<ul style="list-style-type: none"> <li>- Residency (urban, rural)</li> <li>- Regions</li> </ul>
<b>Inter-pretation guide-lines</b>	<b>In general</b>	<p>Work for long hours or during the night could be performed in industries and occupations not designated as hazardous. Nevertheless, for persons below 18 years it is considered as work under difficult conditions which should be prohibited (according to the ILO Worst Form of Child Labour Convention, 1982), regardless of the tasks and duties being of hazardous nature or not.</p> <p>Long hours and night work are conditions subject to objective measurement. Data on children which work for long hours or during the night are estimated after separating among the children not engaged in hazardous industries or hazardous occupations, those who worked long hours during the reference week, including night work.</p> <p>As element in the definition of “child labour” children working long hours of work require consistency with the national legislation, which include a cut-off point in terms of weekly hours worked (see glossary).</p> <p>The framework for the statistical identification of <i>children in “hazardous” industries and occupations</i> is the SNA production boundary: children engaged in any activity falling within the production boundary in the SNA for at least one hour during the reference period.</p> <p>Children working long hours of work should be analysed for differences between boys and girls.</p>
	<b>In relation to other indicators and context indicators</b>	<p>Child labour indicators and its elements (here: children working long hours of work) may be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the child’s household;</li> <li>- school attendance status;</li> <li>- working conditions including impact on children’s health and education;</li> <li>- engagement in unpaid household services etc.</li> </ul> <p>Children in “hazardous” industries and occupations should be analysed related to the a) total number of children, b) total children in employment and c) total child labour.</p>
	<b>Concerning international comparability</b>	<p>Countries are encouraged to align statistical concepts and definitions related to child labour with the prevailing national laws and regulations. Data collected should be comprehensive and their compilation sufficiently detailed to facilitate international comparability.</p>



		<p>bility based on the concepts and definitions provided in the ILO Resolution concerning statistics of child labour.</p> <p>Utilisation of the ILO Resolution <i>concerning statistics of child labour</i> should help to facilitate the international comparability of child labour statistics by minimizing differences across countries.</p>
<b>Recommended calculation in the EU-LFS or other international surveys</b>		<p>- Currently no recommendations</p>
<b>Further readings</b>		<p>ILO: Minimum Age Convention, ILO Convention No. 138, 1973. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO</a></p> <p>ILO: Worst Form of Child Labour Convention, ILO Convention No. 182, 1999. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO</a></p> <p>ILO: Worst Forms of Child Labour Recommendation, ILO Recommendation No. 190, 1999. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO</a></p> <p>ILO: Resolution concerning statistics of child labour, adopted by the 18<sup>th</sup> ICLS, 2008. Link:  <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang-en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang-en/index.htm</a></p> <p>ILO: Report III - Child Labour Statistics - 18<sup>th</sup> ICLS, Geneva, 24 November - 5 December 2008. Link:  <a href="http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang-en/index.htm">http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang-en/index.htm</a></p> <p>ILO: SIMPOC Training Modules on Child Labour Data Collection, Processing, Analysis and Reporting, ILO, Geneva, 2005. Link:  <a href="http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=5044">http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=5044</a></p> <p>ILO: Manual for child labour data analysis and statistical reports, ILO, Geneva, 2004. Link:  <a href="http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=3079">http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=3079</a></p> <p>ILO: Other Manuals on Child Labour. Link:  <a href="http://www.ilo.org/ipe/ChildlabourstatisticsSIMPOC/Manuals/lang-en/index.htm">http://www.ilo.org/ipe/ChildlabourstatisticsSIMPOC/Manuals/lang-en/index.htm</a></p>

	<p>ILO: Decent Work Indicators. Concept and definitions. ILO Manual, 2012. Link: <a href="http://www.ilo.org/stat/Publications/WCMS_183859/lang-en/index.htm">http://www.ilo.org/stat/Publications/WCMS_183859/lang-en/index.htm</a></p> <p>ILO: Global child labour developments: Measuring trends from 2004 to 2008. Link: <a href="http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=13313">http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=13313</a></p>
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<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	<b>Children in hazardous unpaid household services (1b4)</b>
<b>Description</b>	Percentage of children working in household chores which exceed a specified threshold of hours
<b>Formula</b>	$\frac{\text{number of children aged 5 to 17 years in hazardous unpaid household services}}{\text{total number of children aged 5 to 17 years}}$
<b>Recommended data source(s)</b>	<p><i>Household-based child labour survey</i> is the recommended data source, as it provides an effective tool for collecting a wide range of statistics on child labour and estimating its prevalence. It may be designed either in a stand-alone way or as a module attached to another household-based survey. A labour force survey (LFS) should be preferred, since similar concepts are applied and similar topics covered. The advantage of the household-based child labour survey is that the household is the most appropriate unit for identifying children and their families, measuring their socio-economic and demographic characteristics and housing conditions, obtaining information on the child's educational and work status, including engagement in hazardous work, and assessing the determinants and consequences of children's work.</p> <p><u>Other sources:</u></p> <ul style="list-style-type: none"> <li>- <i>An employment-based establishment survey</i> (intended to capture the <i>number of jobs</i>) may be considered only as a secondary option;</li> <li>- <i>Population census</i>;</li> <li>- <i>Other household survey</i> with employment module.</li> </ul> <p>In countries where child labour is a rare phenomenon or societal perception make it difficult to obtain reliable data, a mix of methods and different data sources may be considered to obtain indirect estimations.</p>
<b>Target population</b>	All persons in the age group from 5 to 17 years, where age is measured as the number of completed years at the child's latest birthday (see glossary)
<b>Variables used for the calculation</b>	<p>Children in hazardous unpaid household services: defined according to the Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008 (see glossary).</p> <p><i>Hazardous unpaid household services</i> are which are performed: (a) for long hours; (b) in an unhealthy environment, involving un-</p>

		safe equipment or heavy loads; (c) in dangerous locations, and so on.
	<b>Measurement objectives</b>	<p>The indicator “children in hazardous unpaid household services” provides information about the engagement of children aged 5 to 17 years in <i>other productive activities</i> commonly called “household chores”.</p> <p>“Children in hazardous unpaid household services” is element of the children engaged in “child labour”.</p> <p>International Conventions and the ILO Declaration on Fundamental Principles and Rights at Work require that child labour should be abolished. With this goal in mind, measurement of work that should be abolished is essential in order to gauge its incidence, distribution and characteristics and thus inform action and monitor progress towards its elimination.</p> <p>The objective of child labour statistics is to provide reliable, comprehensive and timely data to serve as a basis for determining priorities for national action for the elimination of child labour. Data are used for monitoring and evaluation of the child labour situation in particular, and the well-being of children in the general.</p>
	<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, measurement framework, and geographic coverage are made available.
	<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age groups</li> <li>- School attendance</li> <li>- Hours of work (hours worked per week)</li> <li>- Status in employment</li> <li>- Occupation (ISCO-08. Occupational data should be coded to the most detailed level of the national occupational classification supported by the data)</li> <li>- Tasks performed</li> <li>- Economic activity (ISIC rev.4/NACE rev.2)</li> <li>- Location of workplace</li> <li>- Residency (urban, rural)</li> <li>- Regions</li> </ul>
<b>Inter-</b>	<b>In general</b>	The concept of <i>unpaid household services</i> , as an element of child

<p><b>preparation guidelines</b></p>		<p>labour, is applicable where the general production boundary is used as the measurement framework.</p> <p>The vast majority of children perform unpaid household services at least a few hours per week. Involvement in such domestic services for several hours may have a direct bearing on child welfare, given the fact that long hours spent on household duties may conflict with formal education as much as working in the fields or helping in the family enterprise.</p> <p>The main determinant of impact on schooling and children' health is the intensity in terms of the duration rather than the nature of non-economic production.</p> <p>Countries are encouraged to gather data on unpaid household services by children, in terms of the time spent in such activities and the major tasks performed.</p> <p>Children in hazardous household services should be analysed for differences between boys and girls.</p>
	<p><b>In relation to other indicators and context indicators</b></p>	<p>Child labour indicators and its elements (here: children in hazardous household unpaid services) may be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the child's household;</li> <li>- school attendance status;</li> <li>- working conditions including impact on children's health and education;</li> <li>- involvement in economic production etc.</li> </ul> <p>Children in hazardous unpaid household services should be analysed related to the a) total number of children, b) total child labour.</p>
	<p><b>Concerning international comparability</b></p>	<p>Countries are encouraged to align statistical concepts and definitions related to child labour with the prevailing national laws and regulations. Data collected should be comprehensive and their compilation sufficiently detailed to facilitate international comparability based on the concepts and definitions provided in the ILO Resolution concerning statistics of child labour.</p> <p>Utilisation of the ILO Resolution <i>concerning statistics of child labour</i> should help to facilitate the international comparability of child labour statistics by minimizing differences across countries.</p>
<p><b>Recommended calculation in the EU-LFS or other international surveys</b></p>		<ul style="list-style-type: none"> <li>- Currently no recommendations</li> </ul>

## Further readings

ILO: Minimum Age Convention, ILO Convention No. 138, 1973.  
Link:

[http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312283:NO](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO)

ILO: Worst Form of Child Labour Convention, ILO Convention No. 182, 1999. Link:

[http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312327:NO](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO)

ILO: Worst Forms of Child Labour Recommendation, ILO Recommendation No. 190, 1999. Link:

[http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:312528:NO](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO)

ILO: Resolution concerning statistics of child labour, adopted by the 18<sup>th</sup> ICLS, 2008. Link:

[http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\\_112458/lang-en/index.htm](http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang-en/index.htm)

ILO: Report III - Child Labour Statistics - 18<sup>th</sup> ICLS, Geneva, 24 November - 5 December 2008. Link:

[http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS\\_099577/lang-en/index.htm](http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang-en/index.htm)

ILO: SIMPOC Training Modules on Child Labour Data Collection, Processing, Analysis and Reporting, ILO, Geneva, 2005.  
Link:

<http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=5044>

ILO: Manual for child labour data analysis and statistical reports, ILO, Geneva, 2004. Link:

<http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=3079>

ILO: Other Manuals on Child Labour. Link:

<http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/Manuals/lang-en/index.htm>

ILO: Decent Work Indicators. Concept and definitions. ILO manual, 2012. Link:

[http://www.ilo.org/stat/Publications/WCMS\\_183859/lang-en/index.htm](http://www.ilo.org/stat/Publications/WCMS_183859/lang-en/index.htm)

ILO: Global child labour developments: Measuring trends from 2004 to 2008. Link:

<http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=13313>

<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	<b>Children working under hazardous conditions (1b5)</b>
<b>Description</b>	Percentage of children engaged under hazardous conditions
<b>Formula</b>	$\frac{\text{number of children aged 5 to 17 years working under hazardous conditions}}{\text{total number of children aged 5 to 17 years}} * 100$
<b>Recommended data source(s)</b>	<p><i>Household-based child labour survey</i> is the recommended data source, as it provides an effective tool for collecting a wide range of statistics on child labour and estimating its prevalence. It may be designed either in a stand-alone way or as a module attached to another household-based survey. A labour force survey (LFS) should be preferred, since similar concepts are applied and similar topics covered. The advantage of the household-based child labour survey is that the household is the most appropriate unit for identifying children and their families, measuring their socio-economic and demographic characteristics and housing conditions, obtaining information on the child's educational and work status, including engagement in hazardous work, and assessing the determinants and consequences of children's work.</p> <p><u>Other sources:</u></p> <ul style="list-style-type: none"> <li>- <i>An employment-based establishment survey</i> (intended to capture the <i>number of jobs</i>) may be considered only as a secondary option;</li> <li>- <i>Population census</i>;</li> <li>- <i>Other household survey</i> with employment module.</li> </ul> <p>In countries where child labour is a rare phenomenon or societal perception make it difficult to obtain reliable data, a mix of methods and different data sources may be considered to obtain indirect estimations.</p>
<b>Target population</b>	All persons in the age group from 5 to 17 years, where age is measured as the number of completed years at the child's latest birthday (see glossary)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>- Working children: Employed children aged 5 to 17 years, defined according to the Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008 (see glossary)</li> <li>- "Hazardous" conditions: defined according to the Resolution concerning statistics of child labour adopted by the 18th ICLS in 2008</li> </ul>

	<p>(see glossary).</p> <p>Work performed in unhealthy environment, unsafe equipment or heavy loads, dangerous work location and exposure to abuse etc.</p>
<b>Measurement objectives</b>	<p>The indicator “children working under hazardous conditions” provides information about the engagement of children aged 5 to 17 years under hazardous conditions (other than designated hazardous industries or occupations, or long hours of work), which are prohibited for their age.</p> <p>“Children working under hazardous conditions” is part of the “hazardous work by children”, - element of the children engaged in “child labour”.</p> <p>International Conventions and the ILO Declaration on Fundamental Principles and Rights at Work require that child labour should be abolished. With this goal in mind, measurement of work that should be abolished is essential in order to gauge its incidence, distribution and characteristics and thus inform action and monitor progress towards its elimination.</p> <p>The objective of child labour statistics is to provide reliable, comprehensive and timely data to serve as a basis for determining priorities for national action for the elimination of child labour. Data are used for monitoring and evaluation of the child labour situation in particular, and the well-being of children in the general.</p>
<b>Recommended metadata</b>	<p>For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, list of hazardous work condition (determined by national legislation or regulations) and geographic coverage are made available.</p>
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age groups</li> <li>- School attendance</li> <li>- Hours of work (hours worked per week)</li> <li>- Status in employment (ICSE-93; particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08. Occupational data should be coded to the most detailed level of the national occupational classification supported by the data).</li> <li>- Economic activity (ISIC rev.4/NACE rev.2)</li> <li>- Location of workplace (at home or away from home: street, mar-</li> </ul>



		<p>ket etc.)</p> <ul style="list-style-type: none"> <li>- Residency (urban, rural)</li> <li>- Regions</li> </ul>
<b>Inter-pretation guidelines</b>	<b>In general</b>	<p>Data on children which work in “hazardous work conditions” are estimated after separating among the children not engaged in hazardous industries or occupations, nor in long hours of work, those who were exposed nevertheless to some hazardous working conditions not captured by the designated hazardous industries or occupations, or by long hours of work.</p> <p>The measurement of children in these hazardous work conditions depends on the extent to which the appropriate elements are covered by the national survey. Hazardous work conditions can be measured approximately by including relevant questions in household-based child labour survey.</p> <p>The framework for the statistical identification of “<i>children working under hazardous conditions</i>” is the SNA production boundary: children engaged in any activity falling within the production boundary in the SNA for at least one hour during the reference period.</p> <p>Working children under hazardous conditions should be analysed for differences between boys and girls.</p>
	<b>In relation to other indicators and context indicators</b>	<p>Child labour indicators and its elements (here: children working under hazardous conditions) may be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the child’s household;</li> <li>- school attendance status;</li> <li>- working conditions including impact on children’s health and education;</li> <li>- engagement in unpaid household services etc.</li> </ul> <p>Children working under hazardous conditions should be analysed related to the a) total number of children, b) total children in employment and c) total child labour.</p>
	<b>Concerning international comparability</b>	<p>Countries are encouraged to align statistical concepts and definitions related to child labour with the prevailing national laws and regulations. Data collected should be comprehensive and their compilation sufficiently detailed to facilitate international comparability based on the concepts and definitions provided in the ILO Resolution concerning statistics of child labour.</p> <p>Utilisation of the ILO Resolution <i>concerning statistics of child labour</i> should help to facilitate the international comparability of child labour statistics by minimizing differences across countries.</p>

<b>Recommended calculation in the EU-LFS or other international surveys</b>	<p>- Currently no recommendations</p>
<b>Further readings</b>	<p>ILO: Minimum Age Convention, ILO Convention No. 138, 1973. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO</a></p> <p>ILO: Worst Form of Child Labour Convention, ILO Convention No. 182, 1999. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO</a></p> <p>ILO: Worst Forms of Child Labour Recommendation, ILO Recommendation No. 190, 1999. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312528:NO</a></p> <p>ILO: Resolution concerning statistics of child labour, adopted by the 18<sup>th</sup> ICLS, 2008. Link: <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm</a></p> <p>ILO: Report III - Child Labour Statistics - 18<sup>th</sup> ICLS, Geneva, 24 November - 5 December 2008. Link: <a href="http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/WCMS_099577/lang--en/index.htm</a></p> <p>ILO: SIMPOC Training Modules on Child Labour Data Collection, Processing, Analysis and Reporting, ILO, Geneva, 2005. Link: <a href="http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=5044">http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=5044</a></p> <p>ILO: Manual for child labour data analysis and statistical reports, ILO, Geneva, 2004. Link: <a href="http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=3079">http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=3079</a></p> <p>ILO: Other Manuals on Child Labour. Link: <a href="http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/Manuals/lang--en/index.htm">http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/Manuals/lang--en/index.htm</a></p> <p>ILO: Decent Work Indicators. Concept and definitions. ILO Manual, 2012. Link: <a href="http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm">http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm</a></p> <p>ILO: Global child labour developments: Measuring trends from 2004 to 2008. Link:</p>

	<a href="http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=13313">http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=13313</a>
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<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	<b>Forced labour (1b6)</b>
<b>Description</b>	Percentage of employed who are in forced labour
<b>Formula</b>	$\frac{\text{number of workers in forced labour}}{\text{total number of employed}} * 100$
<b>Recommended data source(s)</b>	<p>Dedicated household survey with a module on forced labour.</p> <p>If the surveys targets a specific occupation/industry, individual interviews of workers in a context of an establishment survey can be considered.</p> <p>The survey design and implementation must take into consideration the fact that, because forced labour is universally condemned and outlawed, it tends to be hidden so gaining access to victims may be difficult and, even once identified, potential victims may avoid giving truthful responses in a survey.</p> <p>The greatest limitation for this indicator is difficulty in getting a large enough set of observations which permits extrapolation and required breakdowns. Sampling must take into account the pattern of forced labour in the country, as identified by key informants or previous qualitative research.</p>
<b>Target population</b>	<p>All persons in employment above the specified age used for the definition of active population (e.g. 15 years an over), no upper age boundary is recommended.”</p> <p>Surveys can target a population identified as being at high risk of forced labour such as: workers from a specific industry/occupation, workers from a specific area, or groups of people identified as vulnerable to forced labour (e.g. indigenous people)</p> <p>The recommended reference period of measurement is the last 12 or 24 months.</p>
<b>Variables used for the calculation</b>	<p>- Number of employed: members of the surveyed households who are employed during the reference period</p> <p>- Number of workers in forced labour: workers who have been in forced labour during their employment (see glossary).</p> <p>The concept of coercion/menace of penalty includes all the means used by an employer or a recruiter to force someone to work against his/her will or to prevent him/her from leaving.</p>

<b>Measurement objectives</b>	<p>This indicator reveals the proportion of workers who have been in forced labour during a reference period (12 - 24 month).</p> <p>Forced labour should be combatted. With this goal in mind, measurement of forced labour and its elements is essential to understand the nature and extent of the problem, its causes and consequences, and to inform policy-makers and other stakeholders involved in action against forced labour.</p>	
<b>Recommended metadata</b>	<p>For this indicator, it is recommended that as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, definition of the forced labour and its dimensions and types and geographic coverage are made available.</p>	
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age</li> <li>- Level of education</li> <li>- Type of recruitment</li> <li>- Migration status</li> <li>- Status in employment</li> <li>- Occupation</li> <li>- Economic activity</li> <li>- Location of workplace Work and life conditions abroad</li> <li>- Coercion methods applied</li> </ul>	
<b>Interpretation guidelines</b>	<b>In general</b>	<p>All operational criteria of forced labour have to be customized according to the national context in order to be relevant to the situations of forced labour existing in the country and they also have to be consistent with the national legislation on forced labour.</p> <p>The framework for the identification of forced labour and its elements on the basis of the operational criteria is part of the methodology proposed by the ILO.</p> <p>It is crucial to report the reference period together with the figures, as well as the international and national criteria for forced labour.</p>
	<b>In relation to other indicators and context indicators</b>	<p>Forced labour indicators should be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the worker's household;</li> <li>- working conditions (type and volume of work, wages, social benefits, etc.);</li> <li>- living conditions;</li> </ul>

		<p>- the means of coercions applied by their employers etc.</p> <p>It is important to compare the socio-economic profile of workers in forced labour with workers not in forced labour.</p>
	<p><b>Concerning international comparability</b></p>	<p>Countries are encouraged to align statistical concept and definitions related to forced labour as closely as possible with the prevailing national laws and regulations, the data collected should be comprehensive and their compilation sufficiently detailed, to facilitate international comparability based on the concepts and definitions provided in the ILO methodology concerning statistics of forced labour.</p> <p>Utilisation of the ILO methodology should help to facilitate the international comparability of forced labour statistics by minimizing differences across countries.</p>
<p><b>Recommended calculation in the EU-LFS or other international surveys</b></p>	<p>- Currently no recommendations</p>	
<p><b>Further readings</b></p>	<p>ILO: Forced Labour Convention, ILO Convention No. 29, 1930. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO</a></p> <p>ILO: Abolition of Forced Labour Convention, ILO Convention No. 105, 1957. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312250:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312250:NO</a></p> <p>UN: Protocol to prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against transnational Organized Crime, 2000. Link:  <a href="http://untreaty.un.org/English/TreatyEvent2003/Texts/treaty2E.pdf">http://untreaty.un.org/English/TreatyEvent2003/Texts/treaty2E.pdf</a></p> <p>ILO, ILO Migrant Workers (Supplementary provisions) Convention, ILO Convention No. 143, 1975. Link  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312288:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312288:NO</a></p> <p>ILO: Special Action Programme to combat Forced Labour (SAP-FL). Link:  <a href="http://www.ilo.org/forcedlabour">http://www.ilo.org/forcedlabour</a></p> <p>ILO: The cost of coercion. Report of the Director-general. International Labour Conference. 98th Session 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_106268/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_106268/lang--en/index.htm</a></p>	

	<p>ILO: Hard to see, harder to count - Survey guidelines to estimate forced labour of adults and children. SAP-FL, IPEC, 2012. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_182096/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_182096/lang--en/index.htm</a></p> <p>ILO: ILO Indicators of Forced Labour. SAP-FL, 2012. Link::  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_203832/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_203832/lang--en/index.htm</a></p> <p>ILO: Operational indicators of trafficking in human being. Results from a Delphi survey implemented by the ILO and European Commission. First published in March 2009. Revised version of September 2009. Link:  <a href="http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105023.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105023.pdf</a></p> <p>ILO: Lists of indicators of trafficking in human beings.  List of the indicators of trafficking validated through the Delphi methodology at the European Union level. SAP-FL, 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105884/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105884/lang--en/index.htm</a></p> <p>ILO: Explanations for indicators of trafficking for labour exploitation. Detailed explanations of the indicators used with the Delphi methodology to define indicators of trafficking at the European Union level. SAP-FL, 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105035/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105035/lang--en/index.htm</a></p> <p>ILO: Explanations for indicators of trafficking for sexual exploitation. Detailed explanations of the indicators used with the Delphi methodology to define indicators of trafficking at the European Union level. SAP-FL, 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105036/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105036/lang--en/index.htm</a></p> <p>ILO: Decent Work Indicators. Concept and definitions. ILO Manual, 2012 Link:  <a href="http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm">http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm</a></p>
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<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1b Child labour and forced labour</b>
<b>Name of the indicator</b>	Forced labour among returned migrants (1b7)
<b>Description</b>	Percentage of employed or recently-employed migrants who were in forced labour during their employment
<b>Formula</b>	$\frac{\text{number of returned migrant who were in forced labour during employment}}{\text{total number of returned labour migrants}} * 100$
<b>Recommended data source(s)</b>	<p>Dedicated household survey (migration, labour force or household income and expenditure surveys) with a module on forced labour.</p> <p>Migrants in forced labour can be identified also by means of surveys at airports, seaports and checkpoints that workers must pass through when returning home (as an alternative option).</p> <p>The survey design and implementation must take into consideration the fact that, because forced labour is universally condemned and outlawed, it tends to be hidden so gaining access to victims may be difficult and, even once identified, potential victims may avoid giving truthful responses in a survey.</p> <p>The greatest limitation for this indicator is difficulty in getting a large enough set of observations which permits extrapolation and required breakdowns. In addition, when entire households emigrate outside the country, they fall out of the sampling frame making it impossible to capture them through household surveys conducted in the origin country.</p>
<b>Target population</b>	<p>All persons above the specified age used for the definition of active population (e.g. 15 years and over), no upper age boundary is recommended, who had travelled abroad to work or seek work in a given reference period, commonly called “returned labour migrants”.</p> <p>The recommended reference period of measurement is the last 12 or 24 months</p>
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>- Number of returned migrants: members of the surveyed households with “labour migration experience” in the last 12 or 24 months.</li> <li>- Number of migrants in forced labour: returned migrants who were in forced labour during their employment (see glossary).</li> </ul> <p>The concept of coercion/menace of penalty includes all the means used by an employer or a recruiter to force someone to work</p>



		against his/her will or to prevent him/her from leaving.
<b>Measurement objectives</b>		<p>This indicator reveals the proportion of returned labour migrants (economically active migrants) for a given reference period (12 - 24 month) who have been in forced labour during employment in the destination country. The indicator relates to the quality of work for the citizens of a given country who have worked abroad and to the efforts of combating forced labour by governments of destinations countries.</p> <p>Forced labour should be combatted. With this goal in mind, measurement of forced labour and its elements is essential to understand the nature and extent of the problem, its causes and consequences, and to inform policy-makers and other stakeholders involved in action against forced labour.</p>
<b>Recommended metadata</b>		For this indicator, it is recommended that as a minimum, metadata on the source (periodicity, breaks in series etc.), reference period, population coverage, definition of the forced labour and its dimensions and types and geographic coverage are made available.
<b>Recommended disaggregation</b>		<ul style="list-style-type: none"> <li>- Sex</li> <li>- Age</li> <li>- Level of education</li> <li>- Type of recruitment</li> <li>- Migration status</li> <li>- Country of destination</li> <li>- Status in employment (in the destination country)</li> <li>- Occupation (in the destination country)</li> <li>- Economic activity (in the destination country)</li> <li>- Location of workplace (in the destination country)</li> <li>- Work and life conditions abroad</li> <li>- Coercion methods applied</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>All operational criteria of forced labour have to be customized according to the national context in order to be relevant to the situations of forced labour existing in the country and they also have to be consistent with the national legislation on forced labour.</p> <p>The framework for the identification of forced labour and its elements on the basis of the operational criteria is part of the methodology proposed by the ILO.</p> <p>It is crucial to report the reference period together with the fig-</p>

		ures, as well as the international and national criteria for forced labour.
	<b>In relation to other indicators and context indicators</b>	<p>Forced labour indicators should be analysed together with indicators (for the age group concerned) such as:</p> <ul style="list-style-type: none"> <li>- socio-economic characteristics of the migrant's household;</li> <li>- socio-economic profile of migrants before the trip and during the trip abroad;</li> <li>- working conditions (type and volume of work, wages, social benefits, etc.);</li> <li>- living conditions abroad;</li> <li>- the means of coercions applied by their employers etc.</li> </ul> <p>It is important to compare the socio-economic profile of migrants in forced labour and migrants not in forced labour.</p>
	<b>Concerning international comparability</b>	<p>Countries are encouraged to align statistical concept and definitions related to forced labour as closely as possible with the prevailing national laws and regulations, the data collected should be comprehensive and their compilation sufficiently detailed, to facilitate international comparability based on the concepts and definitions provided in the ILO methodology concerning statistics of forced labour.</p> <p>Utilisation of the ILO methodology should help to facilitate the international comparability of forced labour statistics by minimizing differences across countries.</p>
<b>Recommended calculation in the EU-LFS or other international surveys</b>		- Currently no recommendations
<b>Further readings</b>		<p>ILO: Forced Labour Convention, ILO Convention No. 29, 1930. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO</a></p> <p>ILO: Abolition of Forced Labour Convention, ILO Convention No. 105, 1957. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312250:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312250:NO</a></p> <p>UN: Protocol to prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against transnational Organized Crime, 2000. Link:  <a href="http://untreaty.un.org/English/TreatyEvent2003/Texts/treaty2E.pdf">http://untreaty.un.org/English/TreatyEvent2003/Texts/treaty2E.pdf</a></p>

	<p>ILO, ILO Migrant Workers (Supplementary provisions) Convention, ILO Convention No. 143, 1975. Link  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312288:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312288:NO</a></p> <p>ILO: Special Action Programme to combat Forced Labour (SAP-FL). Link:  <a href="http://www.ilo.org/forcedlabour">http://www.ilo.org/forcedlabour</a></p> <p>ILO: The cost of coercion. Report of the Director-general. International Labour Conference. 98th Session 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_106268/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_106268/lang--en/index.htm</a></p> <p>ILO: Hard to see, harder to count - Survey guidelines to estimate forced labour of adults and children. SAP-FL, IPEC, 2012. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_182096/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_182096/lang--en/index.htm</a></p> <p>ILO: ILO Indicators of Forced Labour. SAP-FL, 2012. Link::  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_203832/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_203832/lang--en/index.htm</a></p> <p>ILO: Operational indicators of trafficking in human being. Results from a Delphi survey implemented by the ILO and European Commission. First published in March 2009. Revised version of September 2009. Link:  <a href="http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105023.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_105023.pdf</a></p> <p>ILO: Lists of indicators of trafficking in human beings.  List of the indicators of trafficking validated through the Delphi methodology at the European Union level. SAP-FL, 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105884/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105884/lang--en/index.htm</a></p> <p>ILO: Explanations for indicators of trafficking for labour exploitation. Detailed explanations of the indicators used with the Delphi methodology to define indicators of trafficking at the European Union level. SAP-FL, 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105035/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105035/lang--en/index.htm</a></p> <p>ILO: Explanations for indicators of trafficking for sexual exploitation. Detailed explanations of the indicators used with the Delphi methodology to define indicators of trafficking at the European Union level. SAP-FL, 2009. Link:  <a href="http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105036/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/Factsheetsandbrochures/WCMS_105036/lang--en/index.htm</a></p>
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<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1c Fair treatment of employment</b>
<b>Name of the indicator</b>	<b>Occupational segregation (e.g. by sex) (1c1)</b>
<b>Description</b>	Occupational segregation refers to the differences in the distribution of groups (e.g. men and women) across occupations
<b>Formula</b>	$\frac{\text{Employed in one group (e.g. women) in each ISCO major – group}}{\text{All employed persons in each ISCO major – group}}$
<b>Recommended data source(s)</b>	<p>Labour Force Survey (LFS)</p> <p>A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, ethnic or migrational background, etc.</p> <p>If the LFS is not available, other household surveys with an employment module may be used instead.</p> <p>In the absence of household surveys, establishment surveys or administrative records may be used.</p>
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over)
<b>Variables used for the calculation</b>	<p>Employed persons: Employment as defined according to the resolution of the 13<sup>th</sup> ICLS in 1982 (see glossary)</p> <p>Employed persons by ISCO major-groups (<i>see glossary for ISCO-Classification</i>)</p>
<b>Measurement objectives</b>	<p>This indicator provides information on the tendency of labour market groups (e.g. woman, ethnic minorities) to work in different occupations. It gives insight into the different opportunities and treatment of the considered labour market groups.</p> <p>There are many different ways to measure occupational segregation. Two popular and easy to measure ways are:</p> <ol style="list-style-type: none"> <li>The share of one labour market group in each ISCO major-group  <math display="block">\frac{\text{Employed of one group in each ISCO major – group}}{\text{All employed persons in each ISCO major – group}}</math> </li> <li>The Duncan Index of Dissimilarity (ID) where the summation is of the absolute difference over all ISCO major groups</li> </ol>

	$ID = \frac{1}{2} \sum_i \left  \frac{\text{employed of group A in one ISCO major – group}}{\text{all employed of group A}} - \frac{\text{employed of group B in one ISCO major – group}}{\text{all employed of group B}} \right $ <p>The first measure (a) is the preferred one, because it is easy to calculate and to interpret. Its result indicates the extent to which there is a concentration of one labour market group in specific occupational groups or to show a degree of e.g. feminization in occupational groups.</p> <p>The Index of Dissimilarity (b) is a popular summary index of segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete occupational segregation between, e.g. the two sexes. Interpretation is however limited by the fact that ISCO major groups are of different size and the results thus are influenced by the occupational structure. For this and other reasons, the ID has been criticised (see, e.g., Watts 1998) and is only recommended as a supplementary indicator.</p>
<b>Recommended metadata</b>	<p>For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs), version of available ISCO-Classification and approach of coding occupations are made available.</p>
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>○ Different demographic groups (sex, age, nationality etc.)</li> <li>○ Share of employment in each of the ISCO major (and sub-major) groups</li> <li>○ Status in employment</li> </ul>
<b>Interpretation guidelines</b>	<p><b>In general</b></p> <p>Gender segregation can indicate the presence of discrimination of certain groups on the labour market. However, also other factors can contribute to varying distributions across the occupations. Key factors include comparative biological advantages, differential investment in human capital (schooling or training), differential income roles, preferences and prejudices, socialisation and stereotypes, entry barriers and organisational practices (see European Commission 2009).</p> <p>This first and recommended measure (a) indicates the extent to which there is a concentration of different population groups (e.g. women) in each major group of occupations. It can be used in two ways as follows:</p> <ul style="list-style-type: none"> <li>○ For example, the measure is frequently used to discuss the degree of feminization of occupational groups. A group in which the female share of employment is high (for example, more than 80 percent), may be considered as “female dominated”. If the female share is low (for example, less than 20</li> </ul>

		<p>per cent), it may be taken as “male dominated”. Other occupations are considered as “integrated occupations”. Such thresholds could vary depending on the overall share of women in employment.</p> <ul style="list-style-type: none"> <li>○ Given the different versions of the ISCO, there may be breaks in the time series that have to be explained. The recent change to version ISCO-08 leads to a significant break.</li> <li>○ Given the relationship between ISCO-88 and ISCO-08 major groups and skill level, increases, for example, in the female shares in Major Groups 1, 2 and 3 may be interpreted as progress with regard to the extent to which women are accessing managerial or high-skilled jobs. Care should be taken, however, in the interpretation of data with respect to specific high-skill groups such as teachers and nurses that have traditionally been female dominated. In these cases, an increase in the share of female employment may reflect an increase in segregation.</li> <li>○ The indicator can be calculated at different levels of aggregation. Using the ISCO major groups as a reference has the virtue of providing an accessible overview. However, some ISCO major groups are more heterogeneous than others (e.g. major group 3 “Technicians and associate professionals”) so that differences might be attenuated. It is therefore recommended to carry out supplementary analyses also at the level of sub-major groups (or even minor groups for specific questions).</li> <li>○ The share of one group (e.g. women) in all employed per major groups needs to be interpreted relative to the share of this group for all employed persons. Interpretation is relatively straightforward for women and men, as the share of each is close to 50% in the population. However, it is less straightforward for other population groups (foreigners, persons with disabilities etc.).</li> </ul>
	<p><b>In relation to other indicators and context indicators</b></p>	<p>This indicator should be analysed in combination with the share of women in employment. Additional information can be gained from a comparison to the pay gap between groups (1c2) and the percentage of different labour market groups in managerial occupations (1c3); Comparison of average hourly pay e.g. in male and female dominated occupations (2a1).</p> <p>The occupational segregation should be analysed in relation to indicators regarding the discrimination at work (dimension 7)</p>

	<b>Concerning international comparability</b>	As this indicator can be calculated with the LFS variables, the international comparison is feasible. However, national statistical offices use many different approaches towards the coding of occupations according to ISCO-08. As the practices differ, international comparability might be somewhat limited. Furthermore, depending on the job titles used nationally, coding according to ISCO might be more challenging for some countries than for others.
<b>Recommended calculation in the EU-LFS or other international surveys</b>	<p>To calculate the indicator from the EU-LFS it is recommended to use the following variables:</p> <ul style="list-style-type: none"> <li>○ Target population: employed persons living in private households (HHPRIV = 1 and ILOSTAT = 1)</li> <li>○ Employed persons by occupation (use ISCO4D)</li> <li>○ Recommended disaggregations: SEX, AGE, NATIONAL, FTPT, STAPRO</li> </ul>	
<b>Further readings</b>	<p>European Commission (EC), 2009: Gender Segregation in the Labour Market: Root Causes and Policy Responses in the EU. Luxembourg: European Union.</p> <p>ILO, 2011: Equality at work: The continuing challenge. Geneva: ILO. At <a href="http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154779.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154779.pdf</a></p> <p>Jarman, Jennifer, Robert M. Blackburn, and Girts Racko, 2012: The Dimensions of Occupational Gender Segregation in Industrial Countries. In: Sociology. At <a href="http://soc.sagepub.com/content/early/2012/05/15/0038038511435063.full.pdf+html">http://soc.sagepub.com/content/early/2012/05/15/0038038511435063.full.pdf+html</a></p> <p>Charles, Maria and Grusky, David B., 2004: Occupational Ghettos: The Worldwide Segregation of Women and Men. Stanford, CA: Stanford University Press.</p> <p>Tomaskovic-Devey, Donald, 1993: Gender and Racial Inequality at Work. Ithaca, NY: Cornell University Press.</p> <p>Watts, M., 1998: Occupational gender segregation: Index measurement and econometric modeling. In: Demography 35, pp. 489-496.</p>	



<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1c Fair treatment of employment</b>
<b>Name of the indicator</b>	<b>Pay gap between groups (e.g. gender pay gap) (1c2)</b>
<b>Description</b>	<p>The pay gap measures the difference of the gross average hourly pay between any two groups.</p> <p>As the most widely used example, the gender pay gap is the difference between the hourly earnings of male and female employees expressed as percentage of hourly earnings of male employees.</p>
<b>Formula</b>	$\frac{(\text{Average hourly earnings group 1} - \text{Average hourly earnings group 2})}{\text{Average hourly earnings of group 1}} \times 100$
<b>Recommended data source(s)</b>	<p>There are three main data sources of data on earnings from employment:</p> <p>(1) <i>Household surveys</i> such as household budget and household income, expenditure surveys and labour force surveys;</p> <p>(2) <i>Establishment surveys (e.g. the Structure of Earnings Survey of the European Statistical System)</i>;</p> <p>(3) <i>Administrative records</i> such as income tax records and social security registers.</p> <p>As each source has its specific merits, a decision about the preferred source should be taken according to data quality and data availability in a given country.</p> <p><i>Household surveys</i> provide full worker coverage, including those in paid- and self-employment, as well as in formal and informal employment. In addition, household surveys tend to be a rich source of additional characteristics of workers which allow further analysis and the calculation of the indicators for specific groups of workers.</p> <p>Worker coverage of <i>establishment surveys</i> is often limited to paid workers in medium to large establishments, excluding those engaged in self-employment and in microenterprises. They may also exclude those employed in certain industries, as well as workers remunerated predominately by a share of the profits (i.e. salaried directors and managers) and those paid on a commission basis without a retainer (i.e. outworkers, subcontracted workers). The income data collected relates to the earnings concept, and tends to include those elements paid directly and regularly by the employer (total cash earnings) but may exclude irregular payments, income in kind and end of year bonuses. However, as the information is directly provided by the employer, it is often considered to be highly accurate.</p>

	<p>Worker coverage of <i>administrative records</i>, such as social security records, often includes workers in paid employment who are covered by the administrative system. It may miss those in self-employment and informal employment, who are usually not covered. Income coverage generally includes, for those in paid employment: total earnings and, in some cases, social security contributions. Administrative records, however, may not be available in breakdown by key relevant variables, thus preventing the calculation of the pay gap for specific population groups.</p> <p>Within the European Statistical System, it has been agreed to use the Structure of Earnings Survey, a harmonized establishment survey on earnings, as the standard data source for computing the gender pay gap.</p>
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over), resp. paid employees.
<b>Variables used</b>	<p>Employed persons: Employment as defined according to the resolution of the 13<sup>th</sup> ICLS in 1982 (see glossary)</p> <p>Employees: defined according to the International Classification of Status in Employment (ICSE-93) (see glossary).</p> <p>Earnings: defined according to the resolution of the 12<sup>th</sup> ICLS in 1973 (see glossary).</p>
<b>Measurement objectives</b>	<p>This indicator measures the relative difference between the gross average hourly earnings of any two groups and gives information of the degree of equality in terms of pay.</p> <p>In particular the measurement of gender differences in income from employment is important on several counts. From a policy perspective, it is important to monitor whether, e.g., women and men receive equal pay for work performed of similar value. Equal pay for work of equal value is recognized as a basic human right in the Universal Declaration of Human Rights and as a fundamental workers' right in the Convention (No. 100) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, adopted in 1951 by the General Conference of the International Labour Organization.</p>

<p><b>Recommended metadata</b></p>	<p>For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs), concepts and available information on earnings (net vs. gross) are made available.</p> <p>Should hourly data on earnings not be available, another variant of earnings data may be used, such as monthly earnings, weekly earnings, etc. However, the interpretation will differ slightly from the hourly data since monthly and weekly earnings data also capture differences between men and women as concerns the number of hours worked.</p>
<p><b>Recommended disaggregation</b></p>	<p>The indicator gives an overall picture of inequalities in terms of pay. The analytical capacity of the indicator is much stronger when disaggregated. Useful disaggregation of the pay gap include</p> <ul style="list-style-type: none"> <li>- gender</li> <li>- age</li> <li>- nationality</li> <li>- status in employment</li> <li>- economic activity (ISIC/NACE)</li> <li>- occupational groups (ISCO)</li> <li>- public and private sector</li> </ul>
<p><b>Interpretation guidelines</b></p>	<p><b>In general</b></p> <p>The pay gap measures the extent to which the wages of one group differ from a second group. In the example of the gender pay gap: When the gender pay gap equals “0”, it denotes equality of earnings. Positive values denote the extent to which women’s earnings fall short of those received by men, where a value closer to “100” denotes more inequality than a value closer to “0”. Negative values reflect the extent to which women’s earnings are higher than men’s.</p> <p>The pay gap presented above is in an unadjusted form. This means that some of the difference can be explained by observable characteristics, such as differences in education, choice of study field, employment biography (e.g. interruptions due to child care) or professional experience. In this regard, while the pay gap is a useful measure to the difference of earnings between groups, it is less useful for understanding the underlying reasons for which the gap exists.</p>

	<p><b>In relation to other indicators and context indicators</b></p>	<p>The indicator should be analyzed together with the labour force participation, the number of hours worked, and occupational segregation.</p> <p>If available, an estimation of an adjusted pay gap may be very helpful to shed more light on the underlying factors explaining the differences.</p>
	<p><b>Concerning international comparability</b></p>	<p>International comparisons can be restricted by the use of different and the availability of data respecting the above-mentioned definition.</p>
<p><b>Recommended calculation in the EU-LFS</b></p>	<p>Not relevant to the indicator, because the LFS is not the main source of income data. For the computation of the gender pay gap in the Structure of Earnings Survey, see Eurostat 2013.</p>	
<p><b>Further readings</b></p>	<p>Eurostat, 2013: Gender pay gap statistics, statistics explained at <a href="http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Gender_pay_gap_statistics">http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Gender_pay_gap_statistics</a></p> <p>ILO, 1973: Resolution concerning an integrated system of wage statistics, adopted by the Twelfth International Conference of Labour Statisticians. (Geneva, October 1973). At <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/--stat/documents/normativeinstrument/wcms_087496.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/--stat/documents/normativeinstrument/wcms_087496.pdf</a></p> <p>Foubert, Petra, 2010: The Gender Pay Gap in Europe from a Legal Perspective. Luxembourg: European Union. At <a href="http://ec.europa.eu/social/BlobServlet?docId=6138&amp;langId=en">http://ec.europa.eu/social/BlobServlet?docId=6138&amp;langId=en</a></p> <p>UNECE, 2008: Report on gender pay gap: Data availability and measurement issues. Geneva 2008. At <a href="http://www.unece.org/statshome/areas-of-work/statsgender/gender-publications-and-reports.html">http://www.unece.org/statshome/areas-of-work/statsgender/gender-publications-and-reports.html</a></p> <p>Grimshaw, Damian and Jill Rubery, 2002: The adjusted gender pay gap: a critical appraisal of standard decomposition techniques. Working paper of the Manchester School of Management. At <a href="https://research.mbs.ac.uk/european-employment/Portals/0/docs/gendersocial/GPGpolitical%20paper.pdf">https://research.mbs.ac.uk/european-employment/Portals/0/docs/gendersocial/GPGpolitical%20paper.pdf</a></p>	

<b>Dimension of the indicator</b>	<b>1 Safety and ethics of employment</b> <b>1c Fair treatment of employment</b>
<b>Name of the indicator</b>	<b>1c3 Percentage of employed women in managerial occupations</b>
<b>Description</b>	Percentage of employed woman in managerial occupations in all employed in managerial occupations
<b>Formula</b>	$\frac{\text{Number of women employed in ISCO major group 1}}{\text{Total number of employed in ISCO major group 1}} \times 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS) A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, ethnic or migrational background, etc. If the LFS is not available, other household surveys with an employment module may be used instead. In the absence of household surveys, establishment surveys or administrative records may be used.
<b>Target Population</b>	Employed women in ISCO major group 1 (managers) above the specified age used for the definition of employment (e.g. 15 years or over)
<b>Variables used for the calculation</b>	Employment as defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary) Occupation according to the International Standard Classification of Occupations (ISCO-08) (see glossary)
<b>Measurement objectives</b>	This indicator refers to the proportion of females in managerial occupations. It provides information on the proportion of women who are employed in decision-making and management roles in enterprises, institutions, and government. The indicator should in analogy be computed for other population groups (e.g. foreigners, disabled persons) that are unequally represented in managerial occupations.
<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs), version of available ISCO-Classification and the approach towards coding

		occupations are made available.
<b>Recommended disaggregation</b>		<ul style="list-style-type: none"> <li>○ ISCO-08 sub-major groups 11, 12, 13, 14</li> <li>○ Status in employment</li> <li>○ Different demographic groups (age, nationality, educational attainment etc.)</li> <li>○ Full-time and part-time workers</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>The female share of employment in ISCO major group 1 provides some insight into their power in decision making in economy and society. However, its principle limitation is that it does not reflect differences in the levels of responsibility of women in managerial positions or the importance of the enterprises and organizations in which they are employed.</p> <p>It should be noted that major group 1 is composed of partly heterogeneous sub-major groups. For instance sub-major group 14 (Hospitality, Retail and Other Services Managers) includes large numbers of managers in shops, cafés and restaurants at a lower skill level than the other sub-major groups. Therefore the indicator should be broken down by sub-major groups to facilitate interpretation. For similar reasons, managers in paid employment in self-employment should also be analysed separately.</p> <p>Given the different versions of the classification, there may be breaks in the time series. The recent change to version ISCO-08 leads to a significant break.</p>
	<b>In relation to other indicators and context indicators</b>	<p>This indicator should be analysed in combination with the share of women in employment and the occupational segregation. Additional information can be gained from a comparison with the pay gap between groups.</p> <p>The “percentage of women, resp. men, aged 20-49 years who are employed, with and without children under compulsory school age” (3c2) should be analysed in conjunction with the female share of employment in ISCO major group 1.</p>
	<b>Concerning international comparability</b>	<p>As this indicator can be calculated with the LFS variables, the international comparison is feasible. However, national statistical offices use many different approaches towards the coding of occupations. As the practices differ, international comparability might be somewhat limited. Furthermore, depending on the job titles used nationally, coding according to ISCO might be more challenging for some countries than for others. Problems might in particular concern major group 1, which is less straightforward in coding than other major groups.</p>
<b>Recommended calculation</b>		To calculate the indicator from the EU-LFS it is recommended to

<p><b>tion in the EU-LFS or other international surveys</b></p>	<p>use the following variables:</p> <ul style="list-style-type: none"> <li>○ Target population: employed persons living in private households (HPRIV = 1 and ILOSTAT = 1) by gender (SEX)</li> <li>○ Employed persons in ISCO major group 1 (ISCO4D)</li> <li>○ Recommended disaggregations: AGE, STAPRO, NATIONAL, FTPT,</li> </ul>
<p><b>Further readings</b></p>	<p>Davidson, Marilyn J. and Burke, Ronald J. (eds.), 2011: Women in Management Worldwide: Progress and Prospects. 2<sup>nd</sup> edition, Farnham, Burlington: Gower.</p> <p>ILO, 2012: Global Employment Trends for Women Geneva: ILO. At <a href="http://www.ilo.org/wcmstp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_195447.pdf">http://www.ilo.org/wcmstp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_195447.pdf</a></p> <p>Wirth, Linda, 2001: Breaking through the Glass Ceiling: Women in Management. 2<sup>nd</sup> edition, Geneva: ILO.</p>

<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2a Income from employment</b>
<b>Name of the indicator</b>	<b>Mean nominal monthly / hourly earnings of employees (2a1)</b>
<b>Description</b>	Mean nominal monthly / hourly earnings of employees (local currency)
<b>Formula</b>	<ul style="list-style-type: none"> <li>- <u>Monthly</u>: Total gross monthly earnings of employees divided by total number of employees</li> <li>- <u>Hourly</u>: Total gross hourly earnings of employees divided by total number of employees. If data are only reported as monthly figures, divide these monthly earnings by monthly usual hours worked.</li> <li>- If only weekly earnings are available, multiply these values by 4.3 to obtain approximate average monthly earnings; to obtain hourly earnings, divide weekly earnings by weekly usual hours worked</li> <li>- <i>Optional additional analysis</i>: Median weekly and hourly earnings of employees (see Interpretation Guidelines)</li> </ul>
<b>Recommended data source(s)</b>	<p>Due to the existing differences regarding the data sources regarding earnings, no definitive recommendation is possible. Three main data sources should be considered, according to the availability and quality of the sources within each jurisdiction:</p> <p>(1) <i>Household surveys</i> such as labour force surveys, but also income surveys and household budget surveys;</p> <p>(2) <i>Establishment surveys</i> (e.g. <i>the Structure of Earnings Survey of the European Statistical System</i>);</p> <p>(3) <i>Administrative records</i> such as income tax records and social security registers.</p> <p>Each source has merits and a decision about preferred source should be taken according to data quality and data availability in a given country.</p> <p><i>Household surveys</i> generally provide full worker coverage, including those in paid- and self-employment, as well as in formal and informal employment. In addition, household surveys tend to be a rich source of additional characteristics of workers which allow further analysis and the calculation of the indicators for specific groups of workers.</p> <p>Worker coverage in <i>establishment surveys</i> is often limited to paid workers in medium to large establishments, excluding those engaged in self-employment and in smaller enterprises. They may</p>



	<p>also exclude those employed in certain industries, as well as workers remunerated predominately by a share of the profits (i.e. salaried directors and managers) as well as those paid on a commission basis without a retainer (i.e. outworkers, subcontracted workers). The income data collected relates to the earnings concept, and tends to include those elements paid directly and regularly by the employer (total cash earnings) but may exclude irregular payments, income in kind and end of year bonuses. However, as the information is directly provided by the employer, it is often considered to be highly accurate.</p> <p>Worker coverage of <i>administrative records</i>, such as social security records, often includes workers in paid employment and in self-employment who are covered by the administrative system. It may miss those in informal employment, who are usually not covered. Income coverage generally includes, for those in paid employment: total earnings and, in some cases, social security contributions; and for those in self-employment: net profit or entrepreneurial income. Administrative data, however, may not be available in breakdown by key relevant socio-economic or socio-demographic characteristics of the employed persons, thus preventing the calculation of the indicator for specific categories of workers.</p>
<b>Target population</b>	Employees aged 15 and over
<b>Variables used</b>	Earnings: gross monthly and hourly earnings from main-job employment (i.e., wages). Any inclusions or exclusions (e.g., tips, bonuses, shift premiums, overtime) should be clearly stated in all metadata.
<b>Measurement objectives</b>	<p>The objective of this measure is to assess country-specific average (or median) earnings from main-job employment of employees.</p> <p>Since averages on their own make it hard to assess quality of employment (with the exception of changes over time, especially when adjusted for inflation), analysis by gender, age and vulnerable populations are critical for more robust analysis of this indicator.</p>
<b>Recommended metadata</b>	<p>Appropriate metadata (or statistical documentation information) regarding the data should be provided to users.</p> <ul style="list-style-type: none"> <li>• Periodicity</li> <li>• Population coverage (e.g. coverage of economic activities, small businesses, age minimum or maximum)</li> <li>• Wage exclusions/inclusions (e.g., tips, commissions)</li> </ul>
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Total employees, full-time employees and part-time employees</li> <li>- By sex, by age groups (at minimum 15-24, 25-54, 55+), and vulnerable populations (e.g., Aboriginal peoples, immigrants).</li> </ul>

	<ul style="list-style-type: none"> <li>- Optional disaggregations: industry, occupation, educational attainment</li> </ul>	
<p><b>Interpretation guidelines</b></p>	<p><b>In general</b></p>	<ul style="list-style-type: none"> <li>- If comparing over time, increasing mean earnings, after adjusting for inflation, is generally considered a sign of economic prosperity. However, whether comparing over time or not, an assessment of various groups (mentioned above) is vital to a robust analysis. For example, if earnings are increasing over time but earnings among males are rapidly growing while earnings for women is stagnating, this should be taken as a sign of inequality and is worth noting and worthy of further evaluation.</li> <li>- Note that monthly (and weekly) earnings are directly affected by the average usual hours worked per week (AWH). Since AWH can vary by group, either the different AWH should be acknowledged when analyzing the monthly earnings, or the average hourly earnings should be used instead.</li> <li>- The indicator is based on gross earnings. This affects the explanatory power with regard to the monetary aspects of purchasing power, for which net earnings are relevant (i.e. after deduction of taxes and mandatory contributions to social security).</li> <li>- The use of the mean can mask certain specificities of the income distribution, as might be sensitive to extreme values. Therefore users are also encouraged to also analyse median earnings, and make note of any notable differences between the mean and the median earnings.</li> <li>- Sometimes, counter-intuitive developments can be observed over the business cycle. For example, during a recession, low-skilled workers with temporary employment contracts might be the first to be dismissed by enterprises. Since the remaining workforce then consists of relatively better paid workers, this can bias trends in average wages upwards. The reverse effect can sometimes be observed during the recovery, when low-paid workers are often the first to be re-hired. However, this effect is often dominated by changes in working time that generally decrease during a recession (and hence monthly wages fall) and increase during a recovery (when monthly wages rise as a result).</li> </ul>
	<p><b>In relation to other indicators and context indicators</b></p>	<ul style="list-style-type: none"> <li>- The indicators in Dimensions 2 and 3 should be examined together. There is also a strong relationship to indicator 1c2 (“Pay gap between groups”).</li> </ul>

	<b>tors</b>	
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- Mean or median earnings are hard to compare across international jurisdictions without some kind of adjustments. One adjustment is conversion to a standard currency, with or without adjustment for differences in purchasing power. Another can be age-standardization, as it is known that age structures across countries differ, and that workers of core working age generally garner higher earnings than the young or older.</li> <li>- Regardless of any attempts to standardize the earnings figures, there will likely remain a critical need for country-specific context, such as how these wages are relative to their basic living needs and how things have changed over time.</li> <li>- To compare monthly and weekly earnings, divide the monthly figure by 4.3 to obtain approximate weekly earnings (or conversely, multiply weekly earnings by 4.3 to get monthly).</li> </ul>
<b>Recommended calculation in the EU-LFS</b>	<ul style="list-style-type: none"> <li>- Wage data are not collected directly from the EU-LFS. Alternative sources are necessary within the EU.</li> </ul>	
<b>Further readings</b>	<p>International Labour Organization (ILO), "Global Wage Report 2012-13: Wages and Equitable Growth",  <a href="http://www.ilo.org/global/research/global-reports/global-wage-report/2012/lang--en/index.htm">http://www.ilo.org/global/research/global-reports/global-wage-report/2012/lang--en/index.htm</a></p> <p>European Union (EU), "Employment and Social Developments in Europe 2012" (Chapter 5),  <a href="http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=7315">http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=7315</a></p>	

<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2a Income from employment</b>
<b>Name of the indicator</b>	<b>Percentage of employees with low hourly pay (2a2)</b>
<b>Description</b>	Percentage of employees with low pay
<b>Formula</b>	Number of employees earning less than two-thirds of median gross hourly earnings
	Total number of employees
<b>Recommended data source(s)</b>	<p>Due to the existing differences regarding the data sources regarding earnings, no definitive recommendation is possible. Three main data sources should be considered, according to the availability and quality of the sources within each jurisdiction:</p> <p>(1) <i>Household surveys</i> such as labour force surveys, but also income surveys and household budget surveys;</p> <p>(2) <i>Establishment surveys</i> (e.g. the <i>Structure of Earnings Survey of the European Statistical System</i>);</p> <p>(3) <i>Administrative records</i> such as income tax records and social security registers.</p> <p>Each source has merits and a decision about preferred source should be taken according to data quality and data availability in a given country.</p> <p><i>Household surveys</i> generally provide full worker coverage, including those in paid- and self-employment, as well as in formal and informal employment. In addition, household surveys tend to be a rich source of additional characteristics of workers which allow further analysis and the calculation of the indicators for specific groups of workers.</p> <p>Worker coverage in <i>establishment surveys</i> is often limited to paid workers in medium to large establishments, excluding those engaged in self-employment and in smaller enterprises. They may also exclude those employed in certain industries, as well as workers remunerated predominately by a share of the profits (i.e. salaried directors and managers) as well as those paid on a commission basis without a retainer (i.e. outworkers, subcontracted workers). The income data collected relates to the earnings concept, and tends to include those elements paid directly and regularly by the employer (total cash earnings) but may exclude irregular payments, income in kind and end of year bonuses. However, as the information is directly provided by the employer, it is often considered to be highly accurate.</p>

	<p>Worker coverage of <i>administrative records</i>, such as social security records, often includes workers in paid employment and in self-employment who are covered by the administrative system. It may miss those in informal employment, who are usually not covered. Income coverage generally includes, for those in paid employment: total earnings and, in some cases, social security contributions; and for those in self-employment: net profit or entrepreneurial income. Administrative data, however, may not be available in breakdown by key relevant socio-economic or socio-demographic characteristics of the employed persons, thus preventing the calculation of the indicator for specific categories of workers.</p>
<b>Target population</b>	Employees aged 15 and over
<b>Variables used</b>	Earnings: gross monthly and hourly earnings from main-job employment (i.e., wages). Any inclusions or exclusions (e.g., tips, bonuses, shift premiums, overtime) should be clearly stated in all metadata.
<b>Measurement objectives</b>	<p>The objective of this measure is to assess the share of people earning low pay within a jurisdiction, and represents an indicator of the degrees of domestic wage equity, social cohesion, and used as a proxy for individual economic hardship.</p> <p>Analysis over time can reveal how shares of low pay are changing within a country or region.</p> <p>Analysis by gender and vulnerable populations are particularly important for this indicator, as higher shares among some groups compared with others can indicate more wage inequity among the former.</p>
<b>Recommended metadata</b>	<p>Appropriate metadata (or statistical documentation information) regarding the data should be provided to users.</p> <ul style="list-style-type: none"> <li>• Periodicity</li> <li>• Population coverage (e.g. coverage of economic activities, small businesses, age minimum or maximum)</li> <li>• Wage exclusions/inclusions (e.g., tips, commissions)</li> </ul>
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Total employees, full-time employees and part-time employees, <u>AND</u></li> <li>- By sex; by age groups (at minimum 15-24, 25-54, 55+); and</li> </ul>

		<ul style="list-style-type: none"> <li>vulnerable populations (e.g., Aboriginal peoples, immigrants)</li> <li>- Permanent or temporary jobs</li> <li>- Optional disaggregation: industry, occupation, educational attainment</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- The indicator is a relative measure, which depends on the distribution of hourly earnings in a country. It is likely to decrease when the low-paid at the bottom end of the distribution increase their hourly earnings relative to other workers. If all workers increase (or decrease) their hourly earnings by relatively the same proportion the rate would remain the same.</li> <li>- For an appropriate interpretation, the low pay rate should always be published together with the low-pay threshold figure (two-thirds of the gross median hourly earnings) that provides information on the level of earnings of those in low pay, and not just the distribution.</li> <li>- When presenting these data, it is important to acknowledge the conceptual differences between gross earnings and disposable income. Income distribution will deviate from the distribution of earnings, as there may be social programs or support initiatives for those in low pay. For example, there may be supplementary welfare payments or reduced taxation for those who make a low wage.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- The indicator should be interpreted in conjunction with the other indicators of dimension 2, for instance the mean monthly / hourly pay, which helps to identify trends in the level of earnings.</li> <li>- Interpretations over time and by disaggregated groups are critical to understanding the likely economic difficulties, health impacts and quality of employment for these groups. Bringing in data on hours worked (Dimension 3) and job permanency (Dimension 4) will provide further context. The impact of government policies such as minimum wage, or of the presence of labour market institutions such as union density (Dimension 5) also represent important context.</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- Presenting shares allow for greater international comparability. Metadata are critical, with a clear need to present inclusions and exclusions and any supplementary social support programs or policies that are relevant to the low pay data.</li> </ul>
<b>Recommended calculation in the EU-LFS</b>		<ul style="list-style-type: none"> <li>- Wage data are not collected directly from the EU-LFS. Alternative sources are necessary within the EU.</li> </ul>

<b>Further readings</b>	<p>Grimshaw, Damian, "What we Know about Low-Wage Work and Low-Wage Workers", International Labour Organization, 2011.</p> <p>Lee, Sangheon and Kristen Sobeck, "Low-wage work: A global perspective", International Labour Review 151 (2012), pp. 141-155.</p> <p>Pennycook, Matthew and Matthew Whittaker, "Low Pay Britain 2012", Resolution Foundation, September 2012.</p> <p>Schmitt, John, "Low wage lessons", Center for Economic and Policy Research (CEPR), January 2012</p>
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<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2a Income from employment</b>
<b>Name of the indicator</b>	<b>Nominal monthly / hourly earnings of employees by deciles (2a3)</b>
<b>Description</b>	Nominal monthly / hourly earnings of employees by deciles (local currency)
<b>Formula</b>	<p>First, calculate monthly and hourly median earnings by decile, i.e. the values that divide an ordered sample population into ten equally numerous subsets (according national circumstances, weekly earnings might be used instead)</p> <p>If only weekly earnings are available, multiply these values by 4.3 to obtain approximate average monthly earnings; to obtain hourly earnings, divide weekly earnings by weekly usual hours worked</p> <p>Next, to create a measure for assessing inequality, use decile ratios: 9<sup>th</sup> decile divided by the 1<sup>st</sup> decile (d9/d1); 9<sup>th</sup> decile divided by the 5<sup>th</sup> decile (d9/d5); 5<sup>th</sup> decile divided by the 1<sup>st</sup> decile (d5/d1)</p> <p>In case there are quality concerns due to the data source, the use of <i>quintiles</i> (q5/q1, q5/q3, q3/q1) could be considered as an alternative.</p>
<b>Recommended data source(s)</b>	<p>Due to the existing differences regarding the data sources regarding earnings, no definitive recommendation is possible. Three main data sources should be considered, according to the availability and quality of the sources within each jurisdiction:</p> <p>(1) <i>Household surveys</i> such as labour force surveys, but also income surveys and household budget surveys;</p> <p>(2) <i>Establishment surveys</i> (e.g. the <i>Structure of Earnings Survey of the European Statistical System</i>);</p> <p>(3) <i>Administrative records</i> such as income tax records and social security registers.</p> <p>Each source has merits and a decision about preferred source should be taken according to data quality and data availability in a given country.</p> <p><i>Household surveys</i> generally provide full worker coverage, including those in paid- and self-employment, as well as in formal and informal employment. In addition, household surveys tend to be a rich source of additional characteristics of workers which allow further analysis and the calculation of the indicators for specific groups of workers.</p> <p>Worker coverage in <i>establishment surveys</i> is often limited to paid</p>



	<p>workers in medium to large establishments, excluding those engaged in self-employment and in smaller enterprises. They may also exclude those employed in certain industries, as well as workers remunerated predominately by a share of the profits (i.e. salaried directors and managers) as well as those paid on a commission basis without a retainer (i.e. outworkers, subcontracted workers). The income data collected relates to the earnings concept, and tends to include those elements paid directly and regularly by the employer (total cash earnings) but may exclude irregular payments, income in kind and end of year bonuses. However, as the information is directly provided by the employer, it is often considered to be highly accurate.</p> <p>Worker coverage of <i>administrative records</i>, such as social security records, often includes workers in paid employment and in self-employment who are covered by the administrative system. It may miss those in informal employment, who are usually not covered. Income coverage generally includes, for those in paid employment: total earnings and, in some cases, social security contributions; and for those in self-employment: net profit or entrepreneurial income. Administrative data, however, may not be available in breakdown by key relevant socio-economic or socio-demographic characteristics of the employed persons, thus preventing the calculation of the indicator for specific categories of workers.</p>
<b>Target population</b>	Employees aged 15 and over
<b>Variables used</b>	Earnings: gross monthly and hourly earnings from main-job employment (i.e., wages). Any inclusions or exclusions (e.g., tips, bonuses, shift premiums, overtime) should be clearly stated in all metadata.
<b>Measurement objectives</b>	<p>The objective of this measure is to describe the wage distribution in a given country. With the use of decile ratios, the level of wage inequality within a country, i.e. the disparity between the highest earners and lowest earnings, can be assessed. Although there is no “standard” or optimal earnings decile ratio value, the higher the ratio, the greater the earnings disparity.</p> <p>Analysis by gender and vulnerable populations are particularly important for this indicator.</p>
<b>Recommended metadata</b>	<p>Appropriate metadata (or statistical documentation information) regarding the data should be provided to users.</p> <ul style="list-style-type: none"> <li>• Periodicity</li> <li>• Population coverage (e.g. coverage of economic activities, small businesses, age minimum or maximum)</li> </ul>

		<ul style="list-style-type: none"> <li>• Wage exclusions/inclusions (e.g., tips, commissions)</li> </ul>
<b>Recommended disaggregation</b>		<ul style="list-style-type: none"> <li>- Total employees, full-time employees and part-time employees</li> <li>- By sex, by age groups (at minimum, ages 15-24, 25-54, 55+), and vulnerable populations (e.g., Aboriginal peoples, immigrants).</li> <li>- Decile ratios could be combined across groups. For example, 9<sup>th</sup> earnings decile of non-Aboriginal peoples compared with 1<sup>st</sup> earnings decile of Aboriginal peoples (in addition to the ratio of 9<sup>th</sup> and 1<sup>st</sup> earnings deciles of Aboriginal peoples).</li> <li>- Optional disaggregations: industry, occupation, educational attainment</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- The greater the ratio, the greater the disparity in wage earners within the jurisdiction or socio-demographic group. Analyzed over time, a declining ratio indicates reduced disparity.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- While low ratios signify less disparity in wages, it is important to look at the mean and median wages themselves. For example, if the ratio appears low but wages are also considered low by the jurisdiction, it can signify less wage disparity but not necessarily better affordability conditions.</li> <li>- Note that monthly (and weekly) earnings are directly affected by the average usual hours worked per week (AWH). Since AWH can vary by group, either the different AWH should be acknowledged when analyzing the monthly/weekly earnings deciles, or the median hourly earnings deciles should be used instead.</li> <li>- Some enterprise surveys use different concepts of hours worked (e.g., contractual hours), and if this is used, any difference in the hours concept should be acknowledged in the metadata.</li> <li>- Indicators within Dimensions 2 and 3 should be examined together. There is also a strong relationship to indicator 1c2 (“Pay gap between groups”).</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- Use of ratios allow for easier international comparability, as in this case differences in wage values can be set aside. However, it is important to document the statistical concepts and methodologies that are behind the wage data, as to clearly identify the degree of comparability that is possible.</li> <li>- International comparisons of earnings distributions should also take into account mean (and median) earnings, adjusted for purchasing power.</li> </ul>
<b>Recommended calculation in the EU-LFS</b>		<ul style="list-style-type: none"> <li>- Wage data are not collected directly from the EU-LFS. Country-specific sources are necessary within the EU.</li> </ul>

<b>Further readings</b>	<p>OECD, "Divided we Stand: Why Inequality Keeps Rising", 2011 (Chapter 1)</p> <p>U.S. Bureau of Labor Statistics, "Usual Weekly Earnings of Wage and Salary Workers, Fourth Quarter 2012", Friday January 18, 2013; <a href="http://www.bls.gov/news.release/pdf/wkyeng.pdf">www.bls.gov/news.release/pdf/wkyeng.pdf</a></p> <p>Cholezas, Ioannis and Panos Tsakloglou, "Earnings Inequality in Europe: Structure and Patterns in Inter-temporal Changes", Institute for the Study of Labor, IZA DP #2636, February 2007. (Mainly gini coefficients, logs and regression analysis)</p> <p>International Labour Organization (ILO), "Global Wage Report 2012-13: Wages and Equitable Growth", <a href="http://www.ilo.org/global/research/global-reports/global-wage-report/2012/lang--en/index.htm">http://www.ilo.org/global/research/global-reports/global-wage-report/2012/lang--en/index.htm</a></p> <p>European Union (EU), "Employment and Social Developments in Europe 2012" (Chapter 5), <a href="http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=7315">http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=7315</a></p> <p>UNECE, "Canberra Group Handbook on Household Income Statistics", Second Edition, 2011 (Chapter 6, Data analysis and dissemination), <a href="http://unece.org/fileadmin/DAM/stats/groups/cgh/Canberra_Handbook_2011_WEB.pdf">http://unece.org/fileadmin/DAM/stats/groups/cgh/Canberra_Handbook_2011_WEB.pdf</a></p>
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<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2a Income from employment</b>
<b>Name of the indicator</b>	<b>Employment-related income of self-employed (2a4)</b>
<b>Description</b>	Self-employment earnings distribution, local currency
<b>Formula</b>	<p><b>Average earnings:</b> Total gross annual or monthly self-employment earnings from employment divided by the number of self-employed</p> <p><b>Income equality ratio:</b> First, calculate annual or monthly median self-employment earnings by quintile, i.e. the values that divide an ordered sample population into five equally numerous subsets (according national circumstances, weekly earnings might be used instead)</p> <p>Next, to create a measure for assessing inequality, use quintile ratios: 5<sup>th</sup> quintile divided by the 1<sup>st</sup> quintile (q5/q1); 5<sup>th</sup> quintile divided by the 3<sup>rd</sup> quintile (q5/q3); 3<sup>rd</sup> quintile divided by the 1<sup>st</sup> quintile (q3/q1)</p>
<b>Recommended data source(s)</b>	National Labour Force Survey (LFS) or other household income survey. In most countries, data on employment-related income is available from household surveys. If possible, data should be taken from a Labour Force Survey. Otherwise, surveys covering household income could be a suitable alternative. However, income surveys usually have a smaller sample size and have higher levels of nonresponse.
<b>Target population</b>	Self-employed aged 15 and over
<b>Variables used</b>	Earnings: gross annual/monthly earnings from main self-employment job, before taxes and other deductions. Any inclusions or exclusions should be clearly stated in all metadata. One can refer to the Canberra group definition (see <i>Further readings</i> , below).
<b>Measurement objectives</b>	<p>The objective of this measure is to assess a level of income inequality among the self-employed within a country; the disparity between the highest self-employed earners and lowest. Although there is no “standard” earnings quintile ratio value, the higher the ratio, the greater the earnings disparity.</p> <p>Analysis by gender and vulnerable populations are particularly important for this indicator (subject to the level of information available from the data source).</p>
<b>Recommended metadata-</b>	Appropriate metadata (or statistical documentation information)

<b>ta</b>	<p>regarding the data should be provided to users.</p> <ul style="list-style-type: none"> <li>• Periodicity</li> <li>• Population coverage</li> <li>• Wage exclusions/inclusions (e.g., commissions)</li> <li>• Nonresponse and measurement errors</li> </ul>	
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- If data source and sample size permits, disaggregate by sex, age groups (at minimum 15-24, 25-54, 55+), and vulnerable populations (e.g., Aboriginal peoples, immigrants).</li> <li>- Given the heterogeneity of the self-employed, disaggregation by occupation and/or industry of work could be beneficial (as source and sample size permit).</li> <li>- Quintile ratios could be combined across groups. For example, 5th earnings quintile of self-employed men compared with 1st earnings quintile of self-employed women (in addition to the ratio of 5th and 1st earnings quintiles of men).</li> </ul>	
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- Median employment-related income from self-employment could also be used in addition to the mean.</li> <li>- The greater the ratio, the greater the disparity in self-employed earners within the jurisdiction or socio-demographic group. Over time, a declining ratio indicates reduced disparity.</li> <li>- Note that self-employed may have other sources of income, such as employee income and investments. This indicator only measures differences in distribution among the self-employed income portion. Furthermore, self-employed can be considered a rather difficult-to-reach population group and measuring self-employment income is methodologically challenging.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- While low ratios signify less disparity in self-employment earnings, it is important to look at the average self-employed earnings themselves. For example, if the ratio appears low but self-employment are also considered low by the jurisdiction, it can signify less earnings disparity but not necessarily better affordability conditions among the self-employed.</li> <li>- The number of self-employed within the jurisdiction, and the share of all employment within the jurisdiction, are important to contextualizing the data.</li> <li>- Indicators within Dimensions 2 and 3 should be examined together.</li> </ul>
	<b>Concerning interna-</b>	<ul style="list-style-type: none"> <li>- Use of ratios allow for easier international comparability, as in this case differences in wage values can be set aside. However, it is important to document the statistical concepts and method-</li> </ul>

	<b>tional comparability</b>	ologies that are behind the wage data, as to clearly identify the degree of comparability that is possible.
<b>Recommended calculation in the EU-LFS</b>	- Wage data are not collected directly from the EU-LFS. Country-specific sources are necessary within the EU.	
<b>Further readings</b>	<p>“Divided we Stand: Why Inequality Keeps Rising”, OECD, 2011 (Chapter 1)</p> <p>Meager N, Court and Moralee, “Self-employment and distribution of income”, Brighton: The Institute for Manpower Studies.</p> <p>Cholezas, Ioannis and Panos Tsakloglou, “Earnings Inequality in Europe: Structure and Patterns in Inter-temporal Changes”, Institute for the Study of Labor, IZA DP #2636, February 2007. (Mainly gini coefficients, logs and regression analysis)</p> <p>Resolution concerning the measurement of employment-related income. Adopted by the Sixteenth International Conference of Labour Statisticians (October 1998)  <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087490/lang--en/">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087490/lang--en/</a></p> <p>UNECE, “Canberra Group Handbook on Household Income Statistics”, Second Edition, 2011 (Chapter 3, Income measurement),  <a href="http://unece.org/fileadmin/DAM/stats/groups/cgh/Canberra_Handbook_2011_WEB.pdf">http://unece.org/fileadmin/DAM/stats/groups/cgh/Canberra_Handbook_2011_WEB.pdf</a></p>	

<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Entitlement to paid annual leave (2b1)</b>
<b>Description</b>	Percentage of employees entitled to paid annual leave
<b>Formula</b>	$\frac{\text{Number of employees entitled to paid annual leave}}{\text{Total number of employees}} * 100$
<b>Recommended data source(s)</b>	Entitlement to paid annual leave may be conditional upon the profile of the employee (seniority, status, etc.). The recommended source should be one providing these elements. Hence it is recommended to use a household based labour force survey.  If the information is available in administrative registers or establishment surveys, they can also be used. They should be preferred if they provide more reliable and accurate information than a labour force survey.
<b>Target population</b>	Employees (i.e. wage earners) above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>• <i>Employees: defined according to the ICSE-1993</i></li> <li>• <i>Annual leave: defined with respect to national practices</i></li> </ul>
<b>Measurement objectives</b>	Paid annual leave is part of modern labour laws. However, if the principle of paid annual leave is widespread and largely acknowledged, not necessarily all the employees are entitled to this privilege. Temporary workers, part-time workers, or workers in special statuses may not be entitled to paid leave.  Self-employed workers are excluded as the concept of paid leave does not make sense in their case.
<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, and geographic coverage are made available. Any deviation from the above definitions and recommendations should be documented too.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> <li>• Full-time vs. part-time workers</li> <li>• Workers in temporary jobs vs. workers in permanent jobs</li> </ul>

<b>Interpretation guidelines</b>	<b>In general</b>	Paid annual leave is part of modern labour laws. It is an important element for the work-life balance. The fact of benefiting from paid leave may also have a positive on overall job satisfaction and the overall health status of the workers.
	<b>In relation to other indicators and context indicators</b>	Entitlement to paid leave should be considered in conjunction with the number of entitled days (2b2) and the number of days actually taken (2b3). The indicator can be complemented by legal indicators from the ILO Database of Conditions of Work and Employment Laws.
	<b>Concerning international comparability</b>	Entitlement may be low for workers in particular situations, such as part-timer workers with low hours and workers on temporary contracts. In countries where these groups are important, entitlement may be low. It makes sense to analyse the situation of part-timers and workers on temporary contracts separately.
<b>Recommended implementation in the EU-LFS</b>	<p>Target population: STAPRO = 3</p> <p>Disaggregation: NACE3D, ISCO4D, FTPT, TEMP</p> <p>So as to define identify the entitled workers, the variables HWUSUAL, YSTARTWK and MSTARTWK can be useful too.</p>	
<b>Further readings</b>	<p>Ray R. and J. Schmitt (2007). No-vacation nation USA - a comparison of leave and holiday in OECD countries. European Economic and Employment Policy Brief 3-2007. ETUI-ERHS.</p> <p>ILO. Database of Conditions of Work and Employment Laws. <a href="http://www.ilo.org/dyn/travail/travmain.home">http://www.ilo.org/dyn/travail/travmain.home</a></p>	



<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Entitlement to paid annual leave (#days) (2b2)</b>
<b>Description</b>	Mean number of days of paid annual leave per year to which employees are entitled
<b>Formula</b>	$\frac{\sum_i \text{Days of paid leave to which employee } i \text{ is entitled}}{\text{Total number of employees}}$
<b>Recommended data source(s)</b>	A household survey or administrative registers. An establishment survey, such as the European structure of earnings survey can be used as well.
<b>Target population</b>	Employees (i.e. wage earners) above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>• Paid annual leave: the period during which a worker is off work while continuing to (1) receive an income and (2) be entitled to social protection. Other forms of paid leave, which are not considered annual leave, include public holidays, sick leave, weekly rest, and maternity and parental leave.</li> <li>• Employees: defined according to the ICSE-1993</li> <li>• Annual leave: defined with respect to national practices</li> </ul>
<b>Measurement objectives</b>	<p>Paid annual leave is part of modern labour laws. Usually, the laws define a minimum amount of paid annual leave. Workers can usually negotiate a higher amount of days, via individual or collective agreements with their employers. The effective number of days a worker is entitled to may also depend on the worker's situation and his status.</p> <p>Self-employed workers are excluded as the concept of paid leave does not make sense in their case.</p>
<b>Recommended metadata</b>	For this indicator, it is recommended that as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, and geographic coverage are made available. Any deviation from the above definitions and recommendations should be documented too. Also the legal minimum requirement should be reported.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> </ul>

	<ul style="list-style-type: none"> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> <li>• Full-time vs. part-time workers</li> <li>• Workers in temporary jobs vs. workers in permanent jobs</li> </ul> <p>A breakdown by status may be considered if it makes sense in the national context (apprentices, civil servants, etc.)</p>	
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Paid annual leave is part of modern labour laws. It is an important element for the work-life balance. Being entitled to a higher number of days of paid leave can have a positive impact on job quality. More days of paid leave may translate into higher levels of overall job satisfaction and a better overall health status of the workers.</p> <p>Even if paid leave is available in many countries, the number of days can vary significantly from one country to another. Moreover, within a country, there may be differences according to the profiles of the workers and their workplace. Hence it is important to analyse the entitled days according to the breakdowns recommended above.</p>
	<b>In relation to other indicators and context indicators</b>	<p>This indicator should be compared to the percentage of workers entitled to paid leave (2b1) and the number of days actually taken (2b3). The indicator can be complemented by legal indicators from the ILO Database of Conditions of Work and Employment Laws.</p> <p>One may expect that the number of days of entitled paid leave is more or less strongly correlated with the number of days actually taken. If the link is less strong, it could suggest that there is some pressure on the employees not to use all the days they are entitled to, or in some instances, employees may take payment in lieu of days off. A big gap between the indicators 2b2 and 2b3 is a hint for a high volume of work. In some sense, it gives a yearly perspective of overtime work.</p> <p>The number of days a worker is entitled to can also be compared to actual hours worked per year. They tend to be higher in countries where the number of days of annual leave is lower.</p>
	<b>Concerning international comparability</b>	<p>Entitlement may be low for workers in particular situations, such as part-time workers with low hours and workers on temporary contracts. In countries where these groups are important, entitlement may be low. It makes sense to analyse the situation of part-timers and workers on temporary contracts separately.</p> <p>International comparisons need to take into account the social and cultural context of paid annual leave in different countries. It is also important to consider differences regarding the number of public holidays in different countries.</p>

<b>Recommended implementation in the EU-LFS</b>	This indicator cannot be calculated from the EU-LFS
<b>Further readings</b>	<p>Ray R. and J. Schmitt (2007). No-vacation nation USA - a comparison of leave and holiday in OECD countries. European Economic and Employment Policy Brief 3-2007. ETUI-ERHS.</p> <p>ILO. Database of Conditions of Work and Employment Laws.  <a href="http://www.ilo.org/dyn/travail/travmain.home">http://www.ilo.org/dyn/travail/travmain.home</a></p>

<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Annual leave actually taken (2b3)</b>
<b>Description</b>	Mean number of days of paid annual leave used per employee per year
<b>Formula</b>	$\frac{\sum_i \# \text{ days of paid annual leave taken by employee } i}{\text{Total number of employees}}$ <p>In the case of part-time workers the number of days should be weighted so as to obtain full time equivalents. If this is not possible the indicator should only be computed for full-time workers or the full-time/part-time breakdown should absolutely be provided.</p>
<b>Recommended data source(s)</b>	<p>Household surveys, such as a Labour Force Survey or a Time Use Survey, provide next to the variable of interest, a lot of background characteristics that can be used for disaggregation. Moreover, household surveys often rely on international standards and definitions, which will enhance the comparability between countries.</p> <p>Establishment surveys, such as labour costs surveys, can be used as well, and should be preferred if they provide more reliable and accurate information than household surveys.</p> <p>Administrative registers can be used too and preferred if they provide better data of better quality.</p> <p>In some countries, in the context of the calculations of the volume of labour within the context of National Accounts, estimations regarding number of days of paid annual leave used per employee, based on the several data sources might be a useful source of information.</p>
<b>Target population</b>	Employees (i.e. wage earners) above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>• Employees: defined according to the ICSE-1993</li> <li>• Paid annual leave: the period during which a worker is off work while continuing to (1) receive an income and (2) be entitled to social protection. Other forms of paid leave, which are not considered annual leave, include public holidays, sick leave, weekly rest, and maternity and parental leave.</li> </ul>
<b>Measurement objectives</b>	Paid annual leave is part of modern labour laws. The number of days taken gives an indication of t possible differences between

		<p>the entitlement to annual leave and the actual use of it. It provides valuable information regarding the possibilities to regenerate form work and balance work and non-working life.</p> <p>Self-employed workers are excluded as the concept of paid leave does not make sense in their case.</p>
	<b>Recommended metadata</b>	<p>For this indicator, it is recommended that as, a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, and geographic coverage are made available. Any deviation from the above definitions and recommendations should be documented too. The metadata should also be clear on the formula used, i.e. if the days have been converted into full-time units or not.</p>
	<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>• Full-time vs. part-time workers</li> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> <li>• Workers with Temporary vs. permanent contracts</li> </ul> <p>The full-time / part-time breakdown is very important. As per definition, the indicator should be expressed in full-time units. As these might be difficult or even impossible to obtain, the only group for which there are comparable results over time and across countries, are the full-time workers. Hence this group should be identifiable.</p> <p>The distinctions employed/self-employed can also be important for international comparisons (see below).</p>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Paid annual leave is part of modern labour laws. It is an important element for the work-life balance. However, being entitled to a certain number of days of paid leave gives only a partial picture. The picture has to be completed by the actual number of days a worker takes.</p> <p>A higher number of days of paid leave has a positive impact on job quality. More days of paid leave may translate into higher levels of overall job satisfaction and a better overall health status of the workers.</p>
	<b>In relation to other indicators and context indicators</b>	<p>This indicator has to be analysed jointly with the indicators 2b1 and 2b2, on the entitlement to paid annual leave. A higher entitlement rate may lead to a higher take-up rate and hence a higher number of days of annual leave.</p> <p>One may expect that the number of days actually taken is more or less strongly correlated with the number of entitled days. If the link is less strong, it suggests that there is some pressure on the em-</p>

	<p><b>tors</b></p>	<p>ployees not to use all the days they are entitled to. A big gap between the indicators 2b2 and 2b3 is a hint for a high volume of work. In some sense, it gives a yearly perspective of overtime work.</p> <p>It is also interesting to see the link with the indicators 3a1 and 3a2, the mean weekly hours usually worked per employed persons as well as the percentage of employed persons usually working 49 hours or more per week.</p> <p>Annual leave taken can also be compared to actual hours worked per year. They tend to be higher in countries where the number of days taken is lower.</p> <p>As explained above, there may be a link between entitlement and the number of days taken. Hence, the recommendation to analyse these indicators jointly.</p> <p>A high rate of temporary workers can have an impact too, as the entitlement rate may be lower among them. Regardless of entitlement issues, as they are in insecure job situation, workers on temporary contracts may be more reluctant to take advantage of paid annual leave.</p>
	<p><b>Concerning international comparability</b></p>	<p>International comparability can be hampered by the computation of full-time equivalents. Furthermore, it should be taken into account that number of public holidays varies substantially between different countries.</p>
<p><b>Recommended implementation in the EU-LFS</b></p>	<p>It is possible to obtain an estimate via the EU-LFS by combining information from the following variables:</p> <ul style="list-style-type: none"> <li>• Target population: STAPRO = 3</li> <li>• Disaggregation: NACE3D, ISCO4D, FTPT, TEMP</li> <li>• The following variables of the EU-LFS can be used to calculate the indicator, as shown in the sample code in appendix</li> </ul> <p style="text-align: center;">HWUSUAL, FTPT, NOWKREAS, HOURREAS</p>	
<p><b>Further readings</b></p>	<p>Ray R. and J. Schmitt (2007). No-vacation nation USA - a comparison of leave and holiday in OECD countries. European Economic and Employment Policy Brief 3-2007. ETUI-ERHS.</p> <p>ILO. Database of Conditions of Work and Employment Laws. <a href="http://www.ilo.org/dyn/travail/travmain.home">http://www.ilo.org/dyn/travail/travmain.home</a></p>	

<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Entitlement to paid sick leave (2b4)</b>
<b>Description</b>	<i>Percentage of employees entitled to paid sick leave</i>
<b>Formula</b>	$\frac{\text{Number of employees entitled to paid sick leave}}{\text{Total number of employees}} * 100$
<b>Recommended data source(s)</b>	<p>Entitlement to paid sick leave may be conditional upon the profile of the worker (seniority, status, etc.). The recommended source should be one providing these elements. Hence it is recommended to use a household based labour force survey.</p> <p>If the information is available in administrative registers or establishment surveys, they can also be used. They should be preferred if they provide more reliable and accurate information than a labour force survey.</p> <p>In the absence of empirical data, at least the legal requirements for sick leave payment should be described, as well as the percentage of employees covered by these requirements.</p>
<b>Target population</b>	Employees above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>• Employees: defined according to the ICSE-1993</li> <li>• Sick leave: defined with respect to national practices</li> </ul>
<b>Measurement objectives</b>	Paid sick leave is a major element of modern social security systems. Nevertheless, there can be workers not entitled to paid sick leave, such as temporary workers, part-time workers, self-employed or workers in special statuses.
<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, and geographic coverage are made available. Any deviation from the above definitions and recommendations should be documented too.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> <li>• Full-time vs. part-time workers</li> <li>• Workers in temporary jobs vs. workers in permanent jobs</li> </ul>

		<ul style="list-style-type: none"> <li>• Employed vs. self-employed</li> </ul> <p>A breakdown by status may be considered if it makes sense in the national context (apprentices, civil servants, etc.)</p>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Paid sick leave protects the workers from income losses that are due to absence from work due to health reasons. Being entitled to paid sick leave is positively related to the quality of employment.</p> <p>A higher (lower) share of entitled workers means higher (lower) quality of employment.</p> <p>Legal and institutional parameters are the main drivers behind changes in the entitlement rate.</p>
	<b>In relation to other indicators and context indicators</b>	<p>The share of workers entitled to paid sick leave is mainly shaped by legislation and institutions. It can thus be useful to analyse it jointly with legal context indicators.</p> <p>“Atypical” forms of employment can also have an impact on the entitlement rate. Temporary workers, part-timers, especially those working a low number of hours and self-employed are less likely to be entitled to paid sick leave. Hence it is interesting to analyse the entitlement rate together these forms of “atypical” employment.</p> <p>This indicator should also be analysed in conjunction with the indicators 2b5 and 2b6 on the days a worker is entitled too and the days of sick leave a worker is actually taking.</p>
	<b>Concerning international comparability</b>	<p>In international comparisons, the extent of atypical employment should be taken into account. Moreover, it is useful to have a look at the broader picture that emerges when taking into account indicators 2b5 and 2b6, as well as well as indicators of the legal and institutional context.</p>
<b>Recommended implementation in the EU-LFS</b>		<p>It is not possible to give a universal recommendation on how to compute this indicator in the EU-LFS, as entitlement rules are different from country to country. However, the following variables can be used for that purpose:</p> <p>Target population: WSTATOR = 1 or 2</p> <p>Disaggregation: NACE3D, ISCO4D, FTPT, TEMP, STAPRO</p> <p>So as to define identify the entitled workers, the variables HWUSUAL, YSTARTWK and MSTARTWK can be useful too.</p>
<b>Further readings</b>		



<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Entitlement to paid sick leave (#days) (2b5)</b>
<b>Description</b>	Mean number of days of paid sick leave per year to which employees are entitled
<b>Formula</b>	$\frac{\sum_i \text{Days of paid sick leave to which an employee } i \text{ is entitled}}{\text{Total number of employees}}$
<b>Recommended data source(s)</b>	<p>The source containing the most accurate and complete information should be used.</p> <p>In countries with high collective bargaining coverage, databases on collective pays agreements could be used to estimate this indicator. Indeed such information is typically included collective agreements.</p> <p>Just as entitlement, the number of days one is entitled to may be conditional upon the profile of the employee (seniority, status, etc.). Hence it is recommended to use a household based labour force survey could be used too.</p> <p>If the information is available in administrative registers or establishment surveys, they can also be used.</p> <p>If empirical results are not available, at least the legal entitlements should be described (also actual and legal entitlements may not always coincide).</p>
<b>Target population</b>	Employees above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>• Employees: defined according to the ICSE-1993</li> <li>• Sick leave: defined with respect to national practices</li> </ul>
<b>Measurement objectives</b>	<p>Paid sick leave is a major element of modern social security systems. Nevertheless, there can be workers not entitled to paid sick leave, such as temporary workers, part-time workers, self-employed or workers in special statuses.</p> <p>Even if a big majority of workers is entitled to paid sick leave, there can be differences within and between countries in the number of days a worker can take.</p>
<b>Recommended metadata</b>	For this indicator, it is recommended that as, a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, and geographic coverage are made available

		ble. Any deviation from the above definitions and recommendations should be documented too.
<b>Recommended disaggregation</b>		<ul style="list-style-type: none"> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> <li>• Full-time vs. part-time workers</li> <li>• Workers in temporary jobs vs. workers in permanent jobs</li> <li>• Employed vs. self-employed</li> </ul> <p>A breakdown by status may be considered if it makes sense in the national context (apprentices, civil servants, etc.)</p>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Paid sick leave protects the workers from income losses that are due to absence from work due to health reasons. The more a worker has days to take, the better is the quality of employment. A higher number of days to be give the workers better possibilities to recover from health problems. It is thus an important element of health promotion</p> <p>Legal and institutional parameters are the main drivers behind changes in the number of days entitled.</p>
	<b>In relation to other indicators and context indicators</b>	<p>The number of days entitled is mainly shaped by legislation and institutions. It can thus be useful to analyse it jointly with legal context indicators.</p> <p>Atypical forms of employment can have an impact on the number of days of entitlement. Temporary workers, part-timers, especially those working a low number of hours and self-employed have less days of sick leave at their disposal. Hence it is interesting to analyse the entitlement rate together these forms of atypical employment.</p> <p>This indicator should also be analysed in conjunction with the indicators 2b4 (entitlement rate) and 2b6 (days of sick leave).</p>
	<b>Concerning international comparability</b>	<p>In international comparisons, the extent of atypical employment should be taken into account. Moreover, it is useful to have a look at the broader picture that emerges when taking into account indicators 2b4 and 2b6, as well as well as indicators of the legal and institutional context.</p>
<b>Recommended implementation in the EU-LFS</b>		This indicator cannot be implemented in the EU-LFS

<b>Further readings</b>	
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<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Paid sick leave actually taken (2b6)</b>
<b>Description</b>	Mean number of days of paid sick leave used per employee per year
<b>Formula</b>	$\frac{\sum_i \# \text{ days of paid sick leave taken by person } i}{\text{Total number of employed persons}}$ <p>In the case of part-time workers the number of days should be weighted so as to obtain full time equivalents. If this is not possible the indicator should only be computed for full-time workers or the full-time/part-time breakdown should absolutely be provided.</p>
<b>Recommended data source(s)</b>	<p>Household surveys, such as a Labour Force Survey or a Time Use Survey. These surveys provide, in addition to the variable of interest, a lot of background characteristics that can be used for disaggregation. Moreover, household surveys often rely on international standards and definitions, which will enhance the comparability between countries.</p> <p>If the information is available in administrative registers or establishment surveys, they can also be used. They could be preferred if they provide more reliable and accurate information than a household survey.</p> <p>In some countries, in the context of the calculations of the volume of labour within the framework of National Accounts, estimations regarding number of days of sick leave used per employee, based on the several data sources might be a useful source of information.</p>
<b>Target population</b>	Employees above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	Employees according to the International Classification by Status in Employment (ICSE-93): a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece-rates or pay in kind
<b>Measurement objectives</b>	Paid sick leave is a major element of modern social security systems. Even if a big majority of workers is entitled to paid sick leave, there can be differences within and between countries in the number of days a worker is actually taking.
<b>Recommended metadata</b>	For this indicator, it is recommended that as, a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period,

<b>ta</b>	population coverage, and geographic coverage are made available. Any deviation from the above definitions and recommendations should be documented too. The metadata should also be clear on the formula used, i.e. if the days have been converted into full-time units or not.	
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>• Full-time vs. part-time workers</li> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> <li>• Employed vs. self-employed</li> <li>• Workers with Temporary vs. permanent contracts</li> </ul> <p>The full-time / part-time breakdown is very important. As per definition, the indicator should be expressed in full-time units. As these might be difficult or even impossible to obtain, the only group for which there are comparable results over time and across countries, are the full-time workers. Hence this group should be identifiable.</p> <p>The distinctions employed/self-employed and temporary/permanent contracts can also be important for international comparisons (see below).</p>	
<b>Interpretation guidelines</b>	<b>In general</b>	The relation between the days of absence and the quality of employment is ambiguous. Poor working conditions may translate into a higher number of days of absence. In this case there is a negative correlation between the days of absence and the quality of employment. On the other hand, a high number of days of absences can come from a higher entitlement rate and a higher number of days entitled. In this case, the workers take more days of sick leave because they are entitled to it. Hence, the correlation between the days of absence and the quality of employment can also be positive, while “presenteeism” is sometimes seen as an indicator for poor employment quality.
	<b>In relation to other indicators and context indicators</b>	<p>This indicator has to be analysed jointly with the indicators 2b4 and 2b5, on the entitlement to paid sickness leave. A higher entitlement rate may lead to a higher take-up rate and hence a higher number of days of sick leave.</p> <p>There is also a possible correlation with occupational injury rates. More occupational injuries may translate into more absences for sickness. Moreover, a deterioration of workplace relationship (dimension 7) may translate into more absences for health reasons.</p> <p>The workers’ compensation can also have an impact on absence for sickness. The level of earnings (2a1, 2a3, 2a4) as well as fair-</p>

		ness matters (2b2 and 1c2) can have an impact on sickness leave.
	<b>Con- cerning international compara- bility</b>	<p>International comparability can be hampered by the computation of full-time equivalents.</p> <p>As explained above, there may be a link between entitlement and the number of days taken. Hence, the recommendation to analyse these indicators jointly.</p> <p>The indicator can also be influenced by self-employment rates. In the sense that the self-employed are more reluctant to take up paid sick leave, a higher self-employment rate can translate into lower number of days of paid leave taken.</p> <p>A high rate of temporary workers can have an impact too, as the entitlement rate may be lower among them. Regardless of entitlement issues, as they are in insecure job situation, workers on temporary contracts may be more reluctant to take advantage of paid sick leave.</p>
	<b>Recommended imple- mentation in the EU- LFS</b>	
	<b>Further readings</b>	Johns, Gary, 2010: Presenteeism in the workplace: A review and research agenda. Journal of Organizational Behavior 31, 519–542.

<b>Dimension of the indicator</b>	<b>2 Income and benefits from employment</b> <b>2b Non-wage pecuniary benefits</b>
<b>Name of the indicator</b>	<b>Supplemental medical insurance (2b8)</b>
<b>Description</b>	Percentage of employees with supplemental (employer provided) medical insurance plan
<b>Formula</b>	$\frac{\#Employees\ with\ supplemental\ medical\ insurance}{Total\ number\ of\ employees} * 100$
<b>Recommended data source(s)</b>	If such information exists it can typically found in establishment surveys, such as e.g. surveys on the level and structure of labour costs. In countries with high collective bargaining coverage, databases on collective agreements could be used as an alternative.
<b>Target population</b>	Employees (i.e. wage earners) above the specified age used for the definition of employment (15 years and older)
<b>Variables used for the calculation</b>	<ul style="list-style-type: none"> <li>• Employees: defined according to the ICSE-1993</li> <li>• Employer provided supplemental medical insurance plans are defined according to national legislation and practice.</li> </ul>
<b>Measurement objectives</b>	<p>Compulsory public medical insurance schemes are commonplace. However, their coverage and the benefits they provide may differ from country to country.</p> <p>Employer provided supplemental medical insurance can be considered as a part of the “wage package” attached to a job.</p> <p>Hence, this indicator has to be analysed in conjunction with the indicators of dimension 2a (Income from Employment).</p> <p>Employees also have the possibility to contribute on a voluntary basis to supplemental medical insurance schemes. These plans are not attached for a job and the employee has to pay for them. The objective here is to focus on employer provided plans as they are part of the characteristics and benefits of a job.</p>
<b>Recommended metadata</b>	For this indicator, it is recommended that as, a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, and geographic coverage are made available. Any deviation from the above definitions and recommendations should be documented too.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>• Economic activity (ISIC/NACE): sections or an aggregation of them</li> <li>• Full-time and part-time workers</li> </ul>

		<ul style="list-style-type: none"> <li>• Occupation (ISCO-08): major groups or an aggregation of them</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>The fact of having a supplemental medical plan can be considered as an advantage, in monetary terms, but also as regards social insurance. Hence, a higher share of employees with such a plan could often be interpreted as higher quality of employment.</p> <p>The share of employees with a supplemental medical plan depends on the availability and the generosity of compulsory public medical insurance. If a social security system becomes more generous over time, the attractiveness of supplemental plans may become less attractive. As a result, their number may decrease. If that is the case, it is difficult to interpret this as a decrease in the quality of employment. Hence, it is important to interpret this indicator jointly with indicators on the legal context and on the generosity of the social security systems.</p> <p>Fiscal regulations can also shape this indicator. Indeed, for fiscal reasons, the employers can have incentives to replace heavily taxed wages by benefits in kind or contributions to voluntary social security schemes.</p> <p>The elements here also apply to international comparisons.</p>
	<b>In relation to other indicators and context indicators</b>	<p>This indicator is influenced by the legal context in a country, as explained above.</p>
	<b>Concerning international comparability</b>	<p>Problems that can arise with international comparisons have been outlined above.</p>
<b>Recommended implementation in the EU-LFS</b>		<p>This indicator cannot be calculated from the EU-LFS</p>
<b>Further readings</b>		



<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3a Working hours</b>
<b>Name of the indicator</b>	<b>Mean weekly hours usually worked per employed person (3a1)</b>
<b>Description</b>	Mean weekly hours usually worked per employed person in the main job (the average of hours worked over a longer period). Includes paid or unpaid extra hours and work done at home; excludes the travelling time between home and workplace and the main meal break.
<b>Formula</b>	The mean of individual replies to the question on usual hours. Non responses not to be taken into account.  <b>OR</b> $\frac{\text{sum (total number of hours usually worked per employed person)}}{\text{total number of employed persons}}$ (Non responses not to be taken into account)
<b>Recommended data source(s)</b>	Labour Force Survey (LFS)  LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. The concept of hours worked is best captured through a LFS. The international harmonisation of EU-LFS contributes to better international comparability. If LFS is not available other household or individual surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over); no upper age boundary is recommended
<b>Variables used for the calculation</b>	- Employed persons: Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary)  - Hours usually worked: Defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	The mean number of hours usually worked per employed person provides information of the typical length of weekly working hours, on the average, in a given country or group of employed, at a given time period. This might further been interpreted as an indirect indicator on work-life balance.  The indicator excludes temporary absences from work and in such

		<p>a way provides more comparable data over time and place than actual hours worked (i.e. avoids seasonal variations in working hours, levels out differences in the length of holidays and number of bank holidays btw countries, and increases the comparability btw sexes, since being an employed person temporarily on family leave does not show in reduced working time). This also makes the indicator more useful for certain types of social analysis (ICLS 2008).</p>
	<b>Recommended metadata</b>	<p>For this indicator, it is recommended that. as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs)</p>
	<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Sex and age</li> <li>- Full-time vs. part-time workers</li> <li>- Economic activity (ISIC/NACE)</li> </ul> <p>Countries with a significant share of employed persons holding more than one job should additionally refer to the working time in all jobs held by each employed person, if possible in case of usual hours.</p>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>The usual hours worked, as measured in the LFS, describes the hours worked in the main job. In case of multiple job-holders the indicator is somewhat misleading since it does not show the total number of hours spent at work. In case the hours vary considerably over time, the average of hours actually worked per week over the past four weeks is recommended as a measure of usual hours. This is why the indicator has more relevance in countries with predominantly regular working hours.</p>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- Weekly hours usually worked may be sensitive to the business cycle, although less than hours actually worked. It is therefore recommended to analyse the indicator together with context indicators, the employment rate and the mean actual working hours. Average working time might decrease during recessions, while employment in long working hours might increase (as layoffs increase the workload of the remaining workers).</li> <li>- The indicator should also be analysed together with indicators of the Dimension 2 (Income and benefits from employment).</li> <li>- The length of mean hours worked per employed seems to correlate with the GDP (OECD 2010), shorter working hours typically found in countries well off; increase in the productivity of work contributes to higher pay and may thus decrease the need to</li> </ul>

		work excessive hours.
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- The indicator is strongly influenced by: <ul style="list-style-type: none"> <li>- the self-employment rate (self-employed typically working longer hours than employees)</li> <li>- the part-time rate</li> <li>- the female employment rate (women typically working shorter hours than men)</li> <li>- the share of multiple-job-holders (the indicator measuring only hours in the main job)</li> <li>- the structure of economic activity (e.g. those working in the agriculture having typically long working times)</li> </ul> </li> <li>- For international comparisons, it is recommended to additionally analyse the indicator for the full-time workers, women and men separately, self-employed/employees separately as well as provide an additional figure on working time in all jobs held by each employed person</li> </ul>
<b>Recommended calculation in the EU-LFS</b>	<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- HWUSUAL</li> <li>- Recommended disaggregations:</li> <li>- SEX, AGE, FTPT, STAPRO, NACE, ISCO</li> </ul>	
<b>Further readings</b>	<p>ILO: Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-eight in the Week, ILO Convention No. 1, 1919. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079:NO:12100:P12100_INSTRUMENT_ID:312146:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079:NO:12100:P12100_INSTRUMENT_ID:312146:NO</a></p> <p>ILO: Hours of Work (Commerce and Offices) Convention, ILO Convention No. 30, 1930. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO</a></p> <p>Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, Official Journal L 299, 18.11.2003, p. 9–19.</p> <p>ILO: Decent Working Time: Balancing Workers' Needs with Business Requirements. Geneva: International Labour Office 2007.</p>	

	<p>White, Joanne; Beswick, Johanna: Working Long Hours. Health and Safety Laboratory, HSL/2003/02, 2003.</p> <p>Kodz, J. et al.: Working Long Hours: a Review of the Evidence: Volume 1 – Main Report. Employment Relations Research Series ERRS16, UK Department of Trade and Industry, 2003.</p>
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<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3a Working hours</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons usually working 49 hours or more per week (3a2)</b>
<b>Description</b>	Percentage of employed persons whose weekly usual working hours exceed 49 hours in the main job, including paid or unpaid extra hours and work done at home.
<b>Formula</b>	$\frac{\text{number of employed persons working 49 hours or more per week}}{\text{total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS)  A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. The concept of hours worked is best captured through a LFS. The international harmonisation of EU-LFS contributes to better international comparability. If LFS is not available other household surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over); no upper age boundary is recommended
<b>Variables used for the calculation</b>	- Employed persons: Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary)  - Hours usually worked: Defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	The indicator of employment in long working hours provides information about the share of employed persons whose hours usually worked exceed 48 hours per week. It is an indicator of exposure to overwork; that is, of persons experiencing working time that exceeds the threshold beyond which negative effects on workers might become visible — probably not only on workers' health, but also on their safety (for instance increasing injury hazard rates) and on work-life balance.  It is recommended to use the 48-hour threshold to construct the indicator in order to enhance international data comparability. The principle of the 8-hour day or the 48-hour week threshold was first adopted in ILO Convention No. 1, Hours of Work (Industry) Convention, 1919 and later in the Hours of Work (Commerce and Of-

	<p>fices) Convention, 1930 (No. 30). This threshold was referenced in 2008 in the Resolution concerning the measurement of working time.</p> <p>National thresholds used to define long working hours might complement the information provided for the indicator.</p>
<b>Recommended metadata</b>	<p>Appropriate metadata (or statistical documentation information) regarding the data should be provided to users. For this indicator, it is recommended that as a minimum, data on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs), definition of hours threshold (if different from “over 48 hours per week”) and geographic coverage be made easily available to data users.</p>
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Sex and age</li> <li>- ISCO-08 major groups (particularly managers vs. non-managers)</li> <li>- Full-time workers only</li> <li>- Economic activity (ISIC/NACE)</li> </ul> <p>In order to further differentiate workers by very long working hours, one might disaggregate the sub-group of employed persons working 60 hours or more per week (breakdown suggested by the 2008 ICLS <i>Resolution concerning the measurement of working time</i>).</p> <p>Countries with a significant part of employed persons holding more than one job should additionally refer to the working time in all jobs held by each employed person.</p>
<b>Interpretation guidelines</b>	<p><b>In general</b></p> <ul style="list-style-type: none"> <li>- Working long hours might affect different dimensions of quality of employment. Long working hours can have a strong negative impact upon the work-life balance and can adversely affect physical as well as mental well-being. Some studies also suggest that long working hours have a negative effect on motivation, absence, staff turnover, and productivity and tend to increase injury hazards (Kodz et al. 2003; ILO 2007).</li> <li>- It should be noted that long working hours are perceived differently by individuals in different employment situations and in different countries. Apart from personality-related factors, the perception of long working hours is mediated, e.g., by occupation, the control over work hours and rest breaks, and the type of the task (White/Beswick 2003).</li> <li>- Depending on the labour market situation, the percentage of self-employed persons and managers with long working hours is</li> </ul>

		<p>often much higher; long hours are typical also in agricultural work.</p> <p>Employment in long working hours should be analysed for differences between men and women. Given that employment by definition is restricted to the SNA production boundary, the percentage of men working long hours is often higher than the percentage of women. Information regarding activities according to the general production boundary (available from time use surveys), for instance unpaid household services, might be used as a complementary input.</p>
	<p><b>In relation to other indicators and context indicators</b></p>	<ul style="list-style-type: none"> <li>- Employment in long working hours might be sensitive to the business cycle. It is therefore recommended to analyse the indicator together with context indicators, in particular the GDP growth, the employment rate and the mean actual working hours. Average working time might decrease during recessions, while employment in long working hours might increase (as layoffs increase the workload of the remaining workers).</li> <li>- The indicator should also be analysed together with indicators of the dimension 2 (Income and benefits from employment).</li> </ul>
	<p><b>Concerning international comparability</b></p>	<ul style="list-style-type: none"> <li>- The indicator is strongly influenced by: <ul style="list-style-type: none"> <li>- the self-employment rate (self-employed typically working longer hours than employees)</li> <li>- the part-time rate (high part-time rate may lower the share of those working long hours)</li> <li>- the female employment rate (women typically working shorter hours than men)</li> <li>- the economic activity structure (e.g. those working in the agriculture having typically long working times)</li> </ul> </li> <li>- For international comparisons, it is recommended to additionally analyse the indicator for the full-time workers only, women and men separately, self-employed/employees separately as well as provide an additional figure on working time in all jobs held by each employed person</li> </ul>
<p><b>Recommended calculation in the EU-LFS</b></p>	<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- Usual hours worked per week: <math>49 \leq HWUSUAL &lt; 98</math></li> <li>- Target population: employed persons in private households (HHPRIV=1 and ILOSTAT=1)</li> <li>- Recommended disaggregations:</li> <li>- SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1)</li> </ul>	

<b>Further readings</b>	<p>ILO: Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-eight in the Week, ILO Convention No. 1, 1919. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079:NO:12100:P12100_INSTRUMENT_ID:312146:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079:NO:12100:P12100_INSTRUMENT_ID:312146:NO</a></p> <p>ILO: Hours of Work (Commerce and Offices) Convention, ILO Convention No. 30, 1930. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO</a></p> <p>Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, Official Journal L 299, 18.11.2003, p. 9–19.</p> <p>ILO: Decent Working Time: Balancing Workers' Needs with Business Requirements. Geneva: International Labour Office 2007.</p> <p>White, Joanne; Beswick, Johanna: Working Long Hours. Health and Safety Laboratory, HSL/2003/02, 2003.</p> <p>Kodz, J. et al.: Working Long Hours: a Review of the Evidence: Volume 1 – Main Report. Employment Relations Research Series ERRS16, UK Department of Trade and Industry, 2003.</p>
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<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3a Working hours</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons working few hours per week involuntarily (involuntary part-time) (3a3)</b>
<b>Description</b>	Percentage of employed persons working part time for the reason not having found full-time employment
<b>Formula</b>	$\frac{\text{number of employed persons in part-time employment for the reason of not having found full-time employment}}{\text{total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS) LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. The concept of hours worked is best captured through a LFS. The international harmonisation of EU-LFS contributes to better international comparability. If LFS is not available other household or individual surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over); no upper age boundary is recommended
<b>Variables used for the calculation</b>	- Employed persons: Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary) - Part-time employment defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008, Annex, para 4(see glossary)
<b>Measurement objectives</b>	The percentage of employed persons who consider themselves in part-time work involuntarily i.e. for the reason of not having found full-time employment. This is one form of underemployment and may indicate a person's weak labour market status and his/her difficulties to make ends meet.
<b>Recommended metadata</b>	For this indicator, it is recommended that. as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs)
<b>Recommended disaggregation</b>	- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees) - Sex and age

		<ul style="list-style-type: none"> <li>- Economic activity (ISIC/NACE)</li> <li>- Occupation 1-digit level</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- Working few hours per week for the reason of not having found full-time employment can be interpreted as a form of underemployment. It might indicate a (too) low income level and weak labour market status.</li> <li>- Whether “voluntary” or “involuntary”, part-time jobs are often of lesser quality than comparable full-time jobs in terms of hourly wages, non-wage benefits, and career development opportunities. Since women form the majority of part-time workers, the issue is strongly linked to gender equality and fair treatment in employment. (See ILO 2007.)</li> <li>- On the other hand, the line between “involuntary” and “voluntary” part-time employment may sometimes be blurred. It is possible that a person would prefer and need a full-time job but is unable to take such employment e.g. due to problems in care arrangements. Thus, he/she might declare working part-time for family or personal responsibilities/looking after children and not for the reason of not having found a full-time job.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- The prevalence of involuntary part-time employment may be sensitive to the business cycle. During the recession, full-time employment might be difficult to find. It is therefore recommended to analyse the indicator together with context indicators such as the employment rate and part-time employment rate. However, it is also possible that the share of part-time employment increases at the same time as the share of involuntary part-time decreases if e.g. parents of small children or aged workers are financially encouraged to reduce their working hours.</li> <li>- Inability to find a full-time job and to make ends meet may lead to a need to have several part-time jobs, which makes it interesting to analyse this indicator with the share of multiple job-holders</li> <li>- Part-time work may also mean asocial working hours such as work in the evening, weekends or sporadic “minihours”. It is interesting to analyse this indicator with the indicators of dimension 3b</li> <li>- The indicator should also be analysed together with indicators of the Dimension 2 (Income and benefits from employment).</li> </ul>
	<b>Concerning international</b>	<ul style="list-style-type: none"> <li>- The indicator is strongly influenced by <ul style="list-style-type: none"> <li>- the part-time rate</li> <li>- the female employment rate (women working more often part-</li> </ul> </li> </ul>

	<b>comparability</b>	<p>time)</p> <ul style="list-style-type: none"> <li>- For international comparisons, it is recommended to analyse the indicator for women and men separately as well as self-employed/employees separately</li> </ul>
<b>Recommended calculation in the EU-LFS</b>		<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- FTPTREAS</li> <li>- Recommended disaggregations:</li> <li>- SEX, AGE, STAPRO, ISCO/ISCED</li> </ul>
<b>Further readings</b>		<p>ILO: Decent Working Time: Balancing Workers' Needs with Business Requirements. Geneva: International Labour Office 2007.</p>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3a Working hours</b>
<b>Name of the indicator</b>	<b>Employment by weekly hours usually worked (quintiles) (3a4)</b>
<b>Description</b>	Working hours distribution in five groups of equal size; weekly usual working hours of all employed population, including paid or unpaid extra hours and work done at home.
<b>Formula</b>	Average usual weekly working hours by quintile: reporting cut-off points for each quintile.
<b>Recommended data source(s)</b>	Labour Force Survey (LFS)  A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. The concept of hours worked is best captured through a LFS. The international harmonisation of EU-LFS contributes to better international comparability. If LFS is not available other household surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over); no upper age boundary is recommended
<b>Variables used for the calculation</b>	Employed persons: Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary)  Hours usually worked: Defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	The indicator of working hours distribution in quintiles aims to provide more descriptive and detailed information on the variation of the length of working weeks in certain context than the indicator of the mean average usual working hours. Mean values always hide information. For instance, two groups might have exactly the same mean, but for one of the group, all the values are clustered around the mean value, while for the another, working hours are polarised including a lot of overlong working weeks and a lot of short mini hours. The indicator tells about heterogeneity/homogeneity of the length of working week among certain groups or within certain context.
<b>Recommended metadata</b>	Appropriate metadata (or statistical documentation information) regarding the data should be provided to users. For this indicator, it is recommended that as a minimum, data on the source (periodici-

		ty, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs) and geographic coverage be made easily available to data users.
	<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Sex and age</li> <li>- Full-time workers only</li> <li>- Economic activity (ISIC/NACE)</li> </ul> <p>Countries with a significant part of employed persons holding more than one job should additionally refer to the working time in all jobs held by each employed person.</p>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- In fact, this indicator is not as informative as it was thought to be. Especially in countries with relatively homogeneous working hours (low share of part-time employment, low share of overlong working hours), working hours tend to cluster around the mean value. This means that the cut-off points for instances for the second, third and fourth quintile is the same value. In some countries it might even be the same for the first and fifth quintile!</li> <li>- Alternative and probably more informative ways to measure the distribution of the length of working hours would be to use deciles (again, in a homogeneous case several middle deciles having exactly the same value as cut-off point, which is not very informative) or, even better, to report three values: the median working hours with the 25<sup>th</sup> and 75<sup>th</sup> percentiles or the median with the 10<sup>th</sup> and 90<sup>th</sup> percentiles.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- Length of working hours is sensitive to the business cycle. It is therefore recommended to analyse the indicator together with context indicators, in particular the GDP growth, the employment rate and the mean actual working hours. Average working time might decrease during recessions, while employment in long working hours might increase (as layoffs increase the workload of the remaining workers).</li> <li>- The indicator should be analysed together with the other indicators of sub-dimension 3a..</li> <li>- The indicator should also be analysed together with indicators of the dimension 2 (Income and benefits from employment).</li> </ul>

	<b>Con- cerning international compara- bility</b>	<p>The indicator is strongly influenced by:</p> <ul style="list-style-type: none"> <li>- the self-employment rate (self-employed typically working longer hours than employees)</li> <li>- the part-time rate (high part-time rate lowers the cut-off points of the lowest quintiles)</li> <li>- the female employment rate (women typically working shorter hours than men)</li> <li>- the economic activity structure (e.g. those working in the agriculture having typically long working times)</li> </ul> <p>For international comparisons, it is recommended to additionally analyse the indicator for the full-time workers only, women and men separately, self-employed/employees separately as well as provide an additional figure on working time in all jobs held by each employed person</p>
<b>Recommended calculation in the EU-LFS</b>		<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- Usual hours worked per week: HWUSUAL</li> <li>- Target population: employed persons in private households (HHPRIV=1 and ILOSTAT=1)</li> <li>- Recommended disaggregations:</li> <li>- SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1)</li> </ul>
<b>Further readings</b>		

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3a Working hours</b>
<b>Name of the indicator</b>	<b>Employment in working more than one job (3a5)</b>
<b>Description</b>	Percentage of employed persons working more than one job
<b>Formula</b>	$\frac{\text{number of employed persons working more than one job}}{\text{total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS)  A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. The concept of hours worked is best captured through a LFS. If LFS is not available other household surveys with an appropriate employment module may be used instead.  An employment-based establishment survey (intended to capture the <i>number of jobs</i> ) may be considered only as a secondary option.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (e.g. 15 years or over); no upper age boundary is recommended
<b>Variables used</b>	- Employed persons: Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary)  - Having more than one job or business
<b>Measurement objectives</b>	Multiple-job holder (percentage) – proportion of employed workers who have more than one job or business.
<b>Recommended metadata</b>	For this indicator, it is recommended that as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, job coverage (main job or all jobs)
<b>Recommended disaggregation</b>	- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees) - ISCO-08 major groups - Full-time vs. part-time workers - Economic activity (ISIC/NACE)  In order to further differentiate workers by very long working hours, one might disaggregate the sub-group of employed persons working 60 hours or more per week (breakdown suggested by the 2008

		<p>ICLS <i>Resolution concerning the measurement of working time</i>).</p> <p>Countries with a significant share of employed persons holding more than one job should additionally refer to the working time in all jobs held by each employed person.</p>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>The multiple-job holder defined broadly is one who earns money from several jobs. When one holds two different jobs, it normally means one is the principle job and the other is the second. Three possible yardsticks for dividing the principal and the second job are:</p> <ul style="list-style-type: none"> <li>- to define the job which produces more income to be the major one;</li> <li>- to define the job with longer work hours to be the major one;</li> <li>- to define the major one as the job which the individual himself considers.</li> </ul> <p>To work more than in one job may indicate the fact that the earnings of one job is not enough to make the ends meet (especially in case the main job is part-time and/or in certain ISCO-groups with lower socio-economic status). On the other hand, to have another job may be associated to an occupation of high socio-economic status; to professional consultation work done beside the main job. For instance, medical doctors employed in public health care may receive patients in private medical centers as well. If possible on the basis of national surveys, it is recommended to report the reasons for having multiple jobs.</p>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- Employment in more than one job working hours may be sensitive to the business cycle. It is therefore recommended to analyse the indicator together with context indicators such as the employment rate.</li> <li>- The indicator should also be analysed together with indicators of the Dimension 2 (Income and benefits from employment).</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- Since comparable data on reasons for having multiple jobs is not available, a comparison of multiple job-holders in different ISCO or ISCED –groups could be useful</li> </ul>
<b>Recommended calculation in the EU-LFS</b>		<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- EXIST2J</li> </ul>



	<ul style="list-style-type: none"> <li>- Recommended disaggregations:</li> <li>- SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1)</li> </ul>
<b>Further readings</b>	<p>Wua, Zhongmin, Mark Baimbridge and Yu Zhuc, 2009: Multiple job holding in the United Kingdom: evidence from the British Household Panel Survey. In: Applied Economics 41, 2751-2766.</p>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3b Working time arrangements</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons who usually work at night (3b1)</b>
<b>Description</b>	Percentage of employed persons who usually work at night
<b>Formula</b>	$\frac{\text{Number of employed persons who usually work at night}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS). A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and it allows disaggregation by economic activity and demographic variables such as sex, age group, etc. The LFS also provides information about atypical work as for example work at night. If LFS is not available, other household surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (15 years and over, no upper age boundary). Apprentices should be excluded as they are less concerned by work at night.
<b>Variables used for the calculation</b>	Employed persons: employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary) Hours usually worked: defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	Indicators measuring working time arrangements provide information about atypical working conditions. The indicator aims to measure how many and which persons are more exposed to working at night. Working at night impacts on balancing work and family life and could lead to health problems. Nevertheless, some forms of working time arrangements can result from a personal choice not considering to be a burden. Statistics on working time are needed to implement, monitor and evaluate policies and programmes dedicated to the balance of work and family life. The definitions of 'night' vary considerably among countries, so that it is not easy to establish a strictly common basis for all Member States. Generally, night work must be considered as work done during the usual sleeping hours. As foreseen by directive

		2003/88/EC, the definition of usual sleeping hours can vary by country but, in any case, it should include hours between midnight and 5 a.m.
	<b>Recommended metadata</b>	<p>It is recommended to make available metadata on the source (periodicity, breaks in series, etc.), on the reference period and on the population and job coverage (main job or all jobs).</p> <p>In the LSF, 'usually' is defined like working at nights at least half of the days worked in a reference period of four weeks preceding the end of the reference week.</p>
	<b>Recommended disaggregation</b>	<p>Disaggregation specifically required for this indicator (in addition to sex, age, nationality):</p> <ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time workers</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Number of hours per week usually worked</li> <li>- Family situation</li> <li>- number of children</li> <li>- age of youngest child</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- The frequency 'usually' is relevant for this indicator but it's important to keep in mind that, in addition to the persons working usually at night, some others do it 'occasionally'.</li> <li>- Night work can have significant impact on the health of the workforce, disturbing effects on the body's circadian rhythms, on sleep cycles, and also inducing sleep deprivation. That can cause psychological and emotional problems, including depression, stress and nervousness.</li> <li>- In addition, night work has negative effects on family and social relationships. Night work can have a negative impact upon the work-life balance and can adversely affect physical as well as mental well-being.</li> <li>- Community law directives contain more specific rules on night work for younger workers, for workers who are pregnant or breastfeeding, and for workers who have recently given birth.</li> </ul>
	<b>In relation to other indicators</b>	<ul style="list-style-type: none"> <li>- Night work, more common in so-called '24-hours' society, may be in relation with employment rate.</li> <li>- To obtain a complete image of the atypical working times, this</li> </ul>

	<b>tors and context indicators</b>	<p>indicator should be analysed together with the indicator about work in the evening and on the weekend</p> <ul style="list-style-type: none"> <li>- The indicator should also be analysed together with indicators of the dimension '3c: Balancing work and non-working life'</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- This indicator can be influenced by the distribution of the different sectors of economical activity in a country. Work at night is more frequent in hotels and restaurants, in transportation and storage, and in health and social work. For international comparisons, it is therefore recommended to additionally analyse the indicator by economic activity and occupation.</li> </ul>
<b>Recommended calculation in the EU-LFS or other international surveys</b>	<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- Target population: employed persons who usually work at night (NIGHTWK=1)</li> <li>- Recommended disaggregation: SEX, AGE, NATIONAL (national and non-national), FTPT, STAPRO, NACE3D (main categories), ISCO4D (for major group 1), HWUSUAL</li> </ul>	
<b>Further readings</b>	<p>ILO: Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-eight in the Week, ILO Convention No. 1, 1919. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID:312159">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID:312159</a></p> <p>ILO: Hours of Work (Commerce and Offices) Convention, ILO Convention No. 30, 1930. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO</a></p> <p>ILO: Night Work Convention, 1990 (No. 171), Convention concerning Night Work (Entry into force: 04 Jan 1995) Adoption: Geneva, 77th ILC session (26 Jun 1990) - Status: Up-to-date instrument (Technical Convention). Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0:0::NO:12100:P12100_ILO_CODE:C171">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0:0::NO:12100:P12100_ILO_CODE:C171</a></p> <p>ILO: Night Work Recommendation, 1990 (No. 178), Recommendation concerning Night Work. Adoption: Geneva, 77th ILC session (26 Jun 1990) - Status: Up-to-date instrument (Technical Convention). Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO:12100:P12100_INSTRUMENT_ID:312516">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO:12100:P12100_INSTRUMENT_ID:312516</a></p>	

Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, Official Journal L 299, 18.11.2003, p. 9–19. Link:

[http://eur-](http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=en&numdoc=32003L0088&model=quichett)

[lex.europa.eu/smartapi/cgi/sga\\_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=en&numdoc=32003L0088&model=quichett](http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=en&numdoc=32003L0088&model=quichett)

ILO: Decent Working Time: Balancing Workers' Needs with Business Requirements. Geneva: International Labour Office 2007. Link:

[http://www.ilo.org/travail/whatwedo/publications/WCMS\\_145391/lang--en/index.htm](http://www.ilo.org/travail/whatwedo/publications/WCMS_145391/lang--en/index.htm)

ILO: Report II: Measurement of working time

[http://www.ilo.org/wcmsp5/groups/public/@dgreports/@stat/documents/publication/wcms\\_099576.pdf](http://www.ilo.org/wcmsp5/groups/public/@dgreports/@stat/documents/publication/wcms_099576.pdf)

European Commission: Detailed report on the implementation by Member States of Directive 2003/88/EC concerning certain aspects of the organisation of working time ('The Working Time Directive'). Link:

[http://eur-](http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2010:1611:FIN:EN:PDF)

[lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2010:1611:FIN:EN:PDF](http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2010:1611:FIN:EN:PDF)

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<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3b Working time arrangements</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons who usually work in the evening (3b2)</b>
<b>Description</b>	Percentage of employed persons who usually work in the evening
<b>Formula</b>	$\frac{\text{Number of employed persons who usually work in the evening}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS). A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and it allows disaggregation by economic activity and demographic variables such as sex, age group, etc. The LFS also provides information about atypical work as for example work in the evening. If LFS is not available other household surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (15 years and over, no upper age boundary). Apprentices should be excluded as they are less concerned by work in the evening.
<b>Variables used for the calculation</b>	Employed persons: employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary) Hours usually worked: defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	Indicators measuring working time arrangements provide information about atypical working conditions. The indicator aims to measure how many and which persons are more exposed to working in the evening. Working in the evening impacts on balancing work and family life and could lead to health problems. Nevertheless, some forms of working time arrangements can result from a personal choice not considering to be a burden. Statistics on working time are needed to implement, monitor and evaluate policies and programmes dedicated to the balance of work and family life. In LSF 'usually work in the evening' is defined as working in the evening at least half of the days worked in a reference period of four weeks preceding the end of the reference week. The definitions of 'evening' vary considerably among countries so that it is

		not easy to establish a strictly common basis for all Member States. Generally, evening work must be considered to be work done after the usual hours of working time in this Member State, but before the usual sleeping hours. It should include hours between 6 p.m. and midnight. As foreseen by directive 2003/88/EC, the definition of usual sleeping hours can vary by country but, in any case, it should include hours between midnight and 5 a.m.
	<b>Recommended metadata</b>	<p>It is recommended to make available metadata on the source (periodicity, breaks in series, etc.), on the reference period and on the population and job coverage (main job or all jobs).</p> <p>In the LFS, 'usually' is defined as working in the evenings at least half of the days worked in a reference period of four weeks preceding the end of the reference week.</p>
	<b>Recommended disaggregation</b>	<p>Disaggregation specifically required for this indicator (in addition to sex, age, nationality):</p> <ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time workers</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Number of hours per week usually worked</li> <li>- Family situation</li> <li>- number of children</li> <li>- age of youngest child</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- Working in the evening can have negative effects on the conciliation of work and family life, especially if there are children in the household. Nevertheless, for some persons, this specific working time arrangement can also mean more flexible working times and, in combination, better opportunities to combine work and family life.</li> <li>- The frequency 'usually' is relevant for this indicator but it's important to keep in mind that, in addition to the persons working usually in the evening, some others do it 'occasionally'.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- In order to obtain a complete image of the atypical working times, this indicator should be analysed together with the indicator about work at night and on the weekend</li> <li>- The indicator should also be analysed together with indicators of the dimension '3c: Balancing work and non-working life'</li> <li>- Work in the evening may be in relation with the employment rate</li> </ul>

	<b>tors</b>	of the country
	<b>Concerning international comparability</b>	- This indicator can be influenced by the distribution of the different sectors of economical activity in a country. Work in the evening is more frequent e.g. in hotels and restaurants, in transportation and storage, and in health and social work. For international comparisons, it is therefore recommended to additionally analyse the indicator by economic activity and occupation.
<b>Recommended calculation in the EU-LFS or other international surveys</b>		<p>To calculate the indicator, it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- Target population: employed persons who usually work in the evening (EVENWK=1)</li> <li>- Recommended disaggregation:</li> </ul> <p>SEX, AGE, NATIONAL (national and non-national), FTPT, STAPRO, NACE3D (main categories), ISCO4D (for major group 1), HWUSUAL</p>
<b>Further readings</b>		<p>ILO: Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-eight in the Week, ILO Convention No. 1, 1919. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID:312159">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID:312159</a></p> <p>ILO: Hours of Work (Commerce and Offices) Convention, ILO Convention No. 30, 1930. Link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:262717002882079::NO:12100:P12100_INSTRUMENT_ID:312175:NO</a></p> <p>Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, Official Journal L 299, 18.11.2003, p. 9–19. Link: <a href="http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&amp;lg=en&amp;numdoc=32003L0088&amp;model=guichett">http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&amp;lg=en&amp;numdoc=32003L0088&amp;model=guichett</a></p> <p>ILO: Decent Working Time: Balancing Workers' Needs with Business Requirements. Geneva: International Labour Office 2007. Link: <a href="http://www.ilo.org/travail/whatwedo/publications/WCMS_145391/lang--en/index.htm">http://www.ilo.org/travail/whatwedo/publications/WCMS_145391/lang--en/index.htm</a></p>



<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3b Working time arrangements</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons who usually work on the weekend (3b3)</b>
<b>Description</b>	Percentage of employed persons who usually work on the weekend. The definition of the 'weekend' should be according to the national legislations.
<b>Formula</b>	$\frac{\text{Number of employed persons who usually work on the weekend}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS).  A household-based LFS is the recommended data source, as it permits to estimate the number of employed persons and it allows disaggregation by economic activity and demographic variables such as sex, age group, etc. The LFS also provides information about atypical work as for example working at Saturdays or Sundays.  If LFS is not available other household surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (15 years and over, no upper age boundary). Apprentices should be excluded as they are less concerned by work on the weekend.
<b>Variables used for the calculation</b>	Employed persons: employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary)  Hours usually worked: defined according to the resolution of the 18 <sup>th</sup> ICLS in 2008 (see glossary)
<b>Measurement objectives</b>	Indicators measuring working time arrangements provide information about atypical working conditions. The indicator aims to measure how many and which persons are more exposed to working during the weekend. Working during the weekends impacts on balancing work and family life.  Nevertheless, some forms of working time arrangements can result from a personal choice not considering to be a burden.  Statistics on working time are needed to implement, monitor and evaluate policies and programmes dedicated to the balance of work and family life.  'Usually' is defined as working at least two days on the weekend in

		<p>a reference period of four weeks preceding the end of the reference week.</p> <p>The minimum number of hours worked on the weekend – if it is required in the questionnaire – should be mentioned in the metadata.</p>
<b>Recommended metadata</b>		It is recommended to make available metadata on the source (periodicity, breaks in series, etc.), the reference period and on the population and job coverage (main job or all jobs).
<b>Recommended disaggregation</b>		<p>Disaggregation specifically required for this indicator (in addition to sex, age, nationality):</p> <ul style="list-style-type: none"> <li>- Day worked (Saturday, Sunday, both)</li> <li>- Number of hours worked on the weekend</li> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Full-time vs. part-time workers</li> <li>- Family situation</li> <li>- number of children</li> <li>- age of youngest child</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- Working on the weekend might have an impact on the family life and the social life as well as on the organisation of the leisure time and the work-life balance.</li> <li>- This form of working time arrangement can be a personal choice and an opportunity to conciliate work and family life which means there are also positive effects.</li> <li>- It's important to differentiate between work on Saturdays, Sundays or both days as it might affect the organisation of weekend in a different way.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- This indicator should be analysed together with the other indicators of working time arrangements.</li> <li>- The indicator can also be analysed together with indicators of the dimension '3c: Balancing work and non-working life'</li> </ul>
	<b>Con-</b>	<ul style="list-style-type: none"> <li>- This indicator could be influenced by the distribution of the eco-</li> </ul>

	<b>cerning international comparability</b>	<p>conomic activity in the countries. In some sectors (hotel industry, retail business, transportation and storage, health and social work for example), work on the weekend is very common.</p> <ul style="list-style-type: none"> <li>- The national law relating to the working times and the retail business (opening hours) might also influence the indicator in international comparison.</li> </ul>
<b>Recommended calculation in the EU-LFS or other international surveys</b>		<p>To calculate the indicator, it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- Target population: employed persons who usually work on the weekend (SATWK=1 or SUNWK=1)</li> <li>- Recommended disaggregation: <ul style="list-style-type: none"> <li>- SEX, AGE, NATIONAL (national and non-national), FTPT, STAPRO, NACE3D (main categories), ISCO4D (for major group 1), HWUSUAL</li> </ul> </li> </ul>
<b>Further readings</b>		<p>ILO: Weekly Rest (Industry) Convention, ILO Convention No. 14, 1921. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C014">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C014</a></p> <p>ILO: Weekly Rest (Commerce and Offices) Convention, ILO Convention No. 106, 1959. Link:  <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C106">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C106</a></p> <p>ILO: Information Sheet No. WT-10: Weekend work:  <a href="http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_170725.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_170725.pdf</a></p> <p>Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, Official Journal L 299, 18.11.2003, p. 9–19. Link:  <a href="http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32003L0088:EN:NOT">http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32003L0088:EN:NOT</a></p> <p>European Commission: Detailed report on the implementation by Member States of the Working Times Directive, 2010. Link:  <a href="http://ec.europa.eu/social/BlobServlet?docId=6426&amp;langId=en">http://ec.europa.eu/social/BlobServlet?docId=6426&amp;langId=en</a></p>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3b Working time arrangements</b>
<b>Name of the indicator</b>	<b>Percentage of employees with a flexible work schedule (3b4)</b>
<b>Description</b>	Percentage of employees with variable working times
<b>Formula</b>	$\frac{\text{Number of employees with flexible work schedule}}{\text{Total number of employees}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS) or European Working Condition Survey (EWCS). These data sources allow disaggregation by different variables (demographic variables, economic activity, etc.). If there is no information about work schedule in these national questionnaires, other household surveys with an appropriate employment module may be used instead.  The LFS ad-hoc modules 2004 (work organisation and working time arrangements) and 2010 on reconciliation of work and family life provides some information about flexible work schedules.
<b>Target population</b>	Employed persons above the specified age used for the definition of employment (15 years and over, no upper age boundary).  Self-employed and apprentices should be excluded as they are less concerned by variable working times.
<b>Variables used for the calculation</b>	Employees: defined according to the International Classification by Status in Employment (ICSE-1993)  Work schedules: the choice of the variables depends on their availability in the chosen questionnaire (for example: working times: fix/not fix; block times: yes/no; annual / weekly / daily working time)
<b>Measurement objectives</b>	The indicator of flexible working hours provides information about the flexibility to choose the working times. It would be nice to distinguish different forms of flexible work schedules. The indicator focuses on the flexibility for the employee rather than the employer.
<b>Recommended metadata</b>	It is recommended to make available metadata on the source (periodicity, breaks in series, etc.), on the reference period, on the population and job coverage (main job or all jobs) and on the type of flexibility in work schedules.
<b>Recommended disaggregation</b>	Disaggregation specifically required for this indicator (in addition to sex, age, nationality):  - Economic activity (ISIC/NACE)

		<ul style="list-style-type: none"> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time workers</li> <li>- Working hours</li> <li>- Earnings</li> <li>- Family situation</li> <li>- number of children</li> <li>- age of youngest child</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- Regarding the conciliation between work and private life, a higher flexibility in organizing working times can be positive for the employees.</li> <li>- However, the flexibility doesn't only depend on the given work schedule, the actual amount of work and the employers' interests also influence the real flexibility.</li> <li>- Some forms of flexibility can also lead to risks to the health of workers (see EWCS: 'Flexible forms of work and employment can lead to specific health risks')</li> <li>- In certain jobs, the working hours are irregular because of the type of activity (for example hotel industry) and not because of flexible working hours. Flexible working hours have to be considered as the autonomy of employees to decide about their hours.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- This indicator should be analysed together with the other indicators of the sub-dimension 'working time arrangements' (3b), indicators of income (2a1 or 2a3) and the working hours (3a1, 3a2).</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- The flexible work schedules might be influenced by the distribution of the economic activity and the distribution of occupations in the countries.</li> <li>- Cultural and social factors might also have an impact on the kind of contract and the relation between employers and employees.</li> </ul>
<b>Recommended calculation in the EU-LFS or other international surveys</b>	<p>The information about flexible work schedules in the LFS is covered in ad hoc modules 20004, 2010 and 2015. The intention is to include the variable in the core EU LFS in the near future.</p> <p>The LFS ad-hoc module 2015 on 'Work organisation and working time arrangements' contains a question about the variable working</p>	

	<p>times (VARIWT):</p> <ul style="list-style-type: none"> <li>- Working times are fully determined by employer or organisation</li> <li>- Working times can be adapted with certain restrictions</li> </ul> <p>Working times are fully determined by worker</p> <p>European Working Conditions Survey covers the variable as well:</p> <ul style="list-style-type: none"> <li>- Q37: Do you work... (same number of hours every day; same number of days every week; same number of hours every week; fixed starting and finishing times; on call; shifts)</li> <li>- Q39: How are your working time arrangements set?</li> </ul>
<p><b>Further readings</b></p>	<p>Eurofound: Comparative analysis of working time in the European Union. Link:  <a href="http://www.eurofound.europa.eu/docs/ewco/tn0803046s/tn0803046s.pdf">http://www.eurofound.europa.eu/docs/ewco/tn0803046s/tn0803046s.pdf</a></p> <p>Eurofound: Employment security and employability: A contribution to the flexicurity debate. Link:  <a href="http://www.eurofound.europa.eu/publications/htmlfiles/ef0836.htm">http://www.eurofound.europa.eu/publications/htmlfiles/ef0836.htm</a></p> <p>Eurofound: Flexible working time arrangements and gender equality. Link:  <a href="http://www.eurofound.europa.eu/ewco/2011/01/EU1101031I.htm">http://www.eurofound.europa.eu/ewco/2011/01/EU1101031I.htm</a></p> <p>ILO: International Classification by Status in Employment (ICSE). Link:  <a href="http://laborsta.ilo.org/applv8/data/icsee.html">http://laborsta.ilo.org/applv8/data/icsee.html</a></p> <p>EWCS: Flexible forms of work and employment can lead to specific health risks. Link:  <a href="http://www.eurofound.europa.eu/ewco/2003/10/DE0310NU01.htm">http://www.eurofound.europa.eu/ewco/2003/10/DE0310NU01.htm</a></p>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3c Balancing work and non-working life</b>
<b>Name of the indicator</b>	<b>Percentage of parents receiving maternity / paternity / family leave benefits (3c1)</b>
<b>Description</b>	This indicator is designed to give information on percentage of parents receiving maternity / paternity / family leave benefits.
<b>Formula</b>	Number of employed parents (e.g. persons aged 20-49 years) receiving maternity/paternity leave during the reference week) / (Total employed <i>parents</i> (e.g. persons aged 20-49 years))*100
<b>Recommended data source(s)</b>	The administrative data on maternity/paternity leave (social insurance provide comprehensive information for the numerator of this indicator. When reliable administrative data are available, these should also be considered as data source for the denominator. In the absence of reliable administrative records, data from household surveys (household budget surveys and labour force surveys) could be used.
<b>Target population</b>	The age interval for this indicator should be the working parents (e.g. persons aged 20-49 years)
<b>Variables used</b>	<i>Employed persons</i> : Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary).
<b>Measurement objectives</b>	<p>Provision of maternity/paternity leave is an important foundation for balancing work and non-working life. Maternity/paternity leave are employee benefits that provide paid or unpaid time off work to care for a child. National legislations and statistical practices with regard to maternity/paternity leave vary greatly among countries.</p> <p>In most countries, paid maternity/ paternity is available for those who have worked for their current employer for a certain period of time.</p> <p>International agreements and conventions:</p> <ul style="list-style-type: none"> <li>- The Maternity Protection Convention, 1919 (No. 3).</li> <li>- The Maternity Protection (revised), 1952 (No. 103).</li> <li>- The Maternity Protection Convention, 2000 (No. 183).</li> <li>- The Social Security (Minimum Standards) Convention, 1952 (No. 102).</li> <li>- The Workers with Family Responsibilities Convention, 1981 (No. 156).</li> </ul>

		Paternity leave is not stipulated by international convention.
<b>Recommended metadata</b>		Breakdowns of the indicator by component groups such as sex, industries, occupational group, and status in employment provides measures by which to evaluate the relative differences in percentage of parents receiving maternity/paternity/ family leave benefits.
<b>Recommended disaggregation</b>		The indicator can be best analyzed by <ul style="list-style-type: none"> <li>- sex;</li> <li>- industries;</li> <li>- occupational group (ISCO);</li> <li>- status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- full-time vs. part-time workers</li> <li>- job tenure.</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Maternity/paternity leave offers parents the right to take time off work to look after their child. It can help strike a better balance between work and family responsibilities.</p> <p>An increasing trend in the indicator corresponds to an improvement of the quality of employment in this dimension. The inability to balance work-family responsibilities might have a negative effect on individual and family health and wellbeing.</p> <p>The indicator is one of the essential elements to achieve equality of opportunity and treatment. The availability of paid maternity and paternity leave can substantially affect the possibilities of women's participation in the labour force.</p>
	<b>In relation to other indicators and context indicators</b>	<p>It would be informative to analyze this indicator together with data on GDP, labour force participation rate and unemployment rate.</p> <p>The indicator should also be analyzed together with indicators of the Dimension 3 (Working hours and balancing work and non-working life).</p>
	<b>Concerning international comparability</b>	For each indicator to be comparable across time and countries, it is crucial that countries use similar concepts and methods in their calculation.
<b>Recommended calculation in the EU-LFS</b>		To calculate the indicator it is recommended to use the following EU-LFS variables:



	<p>Target population: WSTATOR = 2 and NOWKREAS=5</p> <p>Recommended disaggregation: SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1).</p>
<p><b>Further readings</b></p>	<ol style="list-style-type: none"> <li>1. The Maternity Protection Convention, 1919 (No. 3). Available at: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C003">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C003</a></li> <li>2. The Maternity Protection (revised), 1952 (No. 103). Available at: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C103">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C103</a></li> <li>3. <u>The Maternity Protection Convention, 2000 (No. 183).</u> Available at: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C183">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C183</a></li> <li>4. The Social Security (Minimum Standards) Convention, 1952 (No. 102). Available at: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312247:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312247:NO</a></li> <li>5. The Workers with Family Responsibilities Convention, 1981 (No. 156). Available at: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C156">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C156</a></li> </ol>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3c Balancing work and non-working life</b>
<b>Name of the indicator</b>	<b>Percentage of women, resp. men aged 20-49 years who are employed with and without children under compulsory school age (3c2)</b>
<b>Description</b>	This indicator refers to the proportion of women/men aged 20-49 years with and without children under compulsory school age in total employment aged 20-49.  Having children has a different impact on the employment rates of women and men.
<b>Formula</b>	The indicator should be reported separately for men and women in addition to the total employment.  Percentage of women, resp. men aged 20-49 years who are employed with children under compulsory school age/ all employed women aged 20-49, resp. men aged 20-49  Percentage of women, resp. men aged 20-49 years who are employed without children under compulsory school age/ all employed women aged 20-49, resp. men aged 20-49
<b>Recommended data source(s)</b>	The recommended data source for this indicator is the labour force survey or, if not available, other household surveys with an employment module.
<b>Target population</b>	The age interval for this indicator should be the working persons aged 20-49
<b>Variables used</b>	Employed persons: Employment defined according to the resolution of the 13th ICLS in 1982 (see glossary).
<b>Measurement objectives</b>	The balance between work and family life is difficult for parents with young children.  Having children affects the position of people in the labour market.  International agreements and conventions: <ul style="list-style-type: none"> <li>- ILO Convention No.156- Workers with Family Responsibilities, 1981</li> <li>- ILO Convention No.175- Part-Time Work Convention, 1994</li> </ul>
<b>Recommended metadata</b>	This indicator should be disaggregated by sex, economic activity and by geographical area and social/ethnic groups in order to portray any differences of parents from different backgrounds.

<b>Recommended disaggregation</b>		<p>The indicator can be best analyzed by</p> <ul style="list-style-type: none"> <li>- full-time vs. part-time workers;</li> <li>- level of education;</li> <li>- sex;</li> <li>- marital status;</li> <li>- number of children;</li> <li>- age of youngest child;</li> <li>- industries;</li> <li>- occupational group (ISCO);</li> <li>- income;</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>The ratio of the employment rate for women/ men with children under compulsory school age reflects the maximum level that employed women/ men with children can reach: a higher ratio indicates good conditions for working women and a good balance between work and non-working life. However, the higher ratio might also be attributed to economic difficulty, which forces women to return to work despite inconvenient conditions.</p>
	<b>In relation to other indicators and context indicators</b>	<p>It would be informative to analyze this indicator together with data on GDP, labour force participation rate and unemployment rate.</p> <p>The indicator should also be analyzed together with indicators of the Dimension 3 (Working hours and balancing work and non-working life).</p>
	<b>Concerning international comparability</b>	<p>For each indicator to be comparable across time and countries, it is crucial that countries use similar concepts and methods in their calculation. The age bands for under compulsory school education vary from country to country.</p>
<b>Recommended calculation in the EU-LFS</b>		<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <p>Target population: employed persons (HHPRIV=1 and ILO-STAT=1)</p> <p>Recommended disaggregation:</p> <p>SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1).</p>
<b>Further readings</b>		<p>1. ILO Convention No.156- Workers with Family Responsibilities,</p>

	<p>1981</p> <p>Available at:</p> <p><a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312301:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312301:NO</a></p> <p>2. ILO Convention No.175- Part-Time Work Convention, 1994</p> <p>Available at:</p> <p><a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C175">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C175</a></p>
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<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3c Balancing work and non-working life</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons whose working arrangements offer the possibility to work at home (3c3)</b>
<b>Description</b>	<p>This indicator is designed to give information on percentage of employed persons who have the opportunity to work at home. This indicator is designed to give information on percentage of employed persons who have the opportunity to work at home.</p> <p>The possibility to work at home means doing any work related to the person's current jobs at home but a least one hour in a reference week (including regular hours and overtime).</p> <p>The possibility to work at home is the indicator of flexibility in the organisation of working time.</p>
<b>Formula</b>	Number of employed persons whose working arrangements offer the possibility to work at home/(Total employed persons)*100
<b>Recommended data source(s)</b>	<p>The main source of data for this indicator is the <i>Labour Force Survey</i>. In the absence of the Labour Force Survey records, data from <i>Social Survey</i> could be used.</p> <p>Data from the <i>labour force survey</i> should be used for the denominator of the indicator.</p>
<b>Target population</b>	Regarding all employed persons age 15 and over.
<b>Variables used</b>	<i>Employed persons</i> : Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary).
<b>Measurement objectives</b>	<p>The indicator aims at measuring the proportion of employed persons that have the possibility to work at home. Working at home could be practiced regularly, occasionally or in special situations only.</p> <p>International agreements and conventions:</p> <ul style="list-style-type: none"> <li>- Home Work Convention, 1996, No.177;</li> </ul>
<b>Recommended metadata</b>	Breakdowns of the indicator by component groups such as sex, industries, occupational group, and status in employment provides measures by which to evaluate the relative differences in percentage of of employed persons whose working arrangements offer the possibility to work at home.
<b>Recommended disaggregation</b>	The indicator can be best analyzed by <ul style="list-style-type: none"> <li>- industries;</li> </ul>

		<ul style="list-style-type: none"> <li>- occupational group (ISCO);</li> <li>- status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- full-time vs. part-time workers</li> <li>- level of education</li> <li>- sex.</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Balance between work and daily living is a challenge that all workers face. The possibility to work at home provides an opportunity for employed persons to work hours consistent with their other commitments (e.g. child care), they may choose when they start and finish work, they determine their own working hours.</p> <p>However, working from home can also be problematic. The possibility to work at home may easily result in overwork. It also easily translated into blurring boundaries between work and leisure , which may have a negative impact on non-working life. Another issue that may arise is constant ‘contactability’ (contact with colleagues).</p> <p>For some, working at home can have some benefits; for example, it enables parents to spend more time with their children or have more time for themselves. Conversely, working at home often reduces opportunities to partake in collective activities.</p> <p>The inability to balance work-family responsibilities might have a negative effect on individual and family health and wellbeing.</p>
	<b>In relation to other indicators and context indicators</b>	<p>The indicator should be analyzed together with data on GDP, labour force participation rate and unemployment rate, hours of work.</p> <p>The indicator should also be analyzed together with indicators of the Dimension 3 (Working hours and balancing work and non-working life).</p>
	<b>Concerning international comparability</b>	<p>For each indicator to be comparable across time and countries, it is crucial that countries use similar concepts and methods in their calculation.</p>
<b>Recommended calculation in the EU-LFS</b>		<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <p>Target population: employed persons (HHPRIV=1 and ILO-</p>

	<p>STAT=1)</p> <p>Recommended disaggregation: SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1).</p>
<p><b>Further readings</b></p>	<ol style="list-style-type: none"> <li>1. Home Work Convention, 1996, No.177; Available at: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C177">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C177</a></li> <li>2. Flexible working time arrangements and gender equality, European Commission Available at: <a href="http://ec.europa.eu/social/BlobServlet?docId=6182&amp;langId=en">http://ec.europa.eu/social/BlobServlet?docId=6182&amp;langId=en</a></li> <li>3. Reconciliation between work, private and family life in the European Union</li> <li>4. Family database, OECD</li> </ol>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3c Balancing work and non-working life</b>
<b>Name of the indicator</b>	<b>Percentage of households with at least one employed parent with access to child care (3c4)</b>
<b>Description</b>	<p>This indicator refers to the proportion of households with at least one employed parent with access to child care and with children under compulsory school age as a percent of total households with at least one employed parent and with children under compulsory school age.</p> <p>There are two types of child care:</p> <ol style="list-style-type: none"> <li>1. <i>Family care</i> (parents, grandparents or other family members). This solution usually has the advantage of being without financial cost;</li> <li>2. <i>Non-family child care</i>: <ol style="list-style-type: none"> <li>2.1 <i>Nanny, babysitter</i> offers care for children In the child's home.</li> <li>2.2 <i>Childminder</i> (day mother, family daycare) offers private care for children of all ages, usually in her own home.</li> <li>2.3 <i>Child care centres</i>. The terms used to refer to child care centres differ considerably from country to country, as well as the age groups of the children attending. The centres can be called daycare centres, nurseries, creches, kindergarten, pre-primary school, nursery school or early childhood education centre.</li> </ol> </li> </ol>
<b>Formula</b>	Percentage of households with at least one employed parent with access to child care and with children under compulsory school age / (Total of households with at least one employed parent and with children under compulsory school age)*100
<b>Recommended data source(s)</b>	<p>The main source of data for this indicator is the Labour Force Survey. In the absence of the Labour Force Survey records, data from Social Survey could be used. They can also be obtained from household surveys and censuses which include questions on child care. In the absence of the above, some of the data can also be obtained from the administrative data on child care.</p> <p>Data from the <i>labour force survey</i> should be used for the denominator of the indicator.</p>
<b>Target population</b>	Regarding households with at least one employed parent with access to child care and with children under compulsory school age.



<b>Variables used</b>		<p><i>Employed persons:</i> Employment defined according to the resolution of the 13th ICLS in 1982 (see glossary).</p> <p><i>Household:</i> All individuals who belong to the same household are resident where the household has a centre of economic interest</p>
<b>Measurement objectives</b>		<p>This indicator is designed to give information on employed parents with access to child care. Finding appropriate child care for their children while they work is a problem faced by working parents. Provision of child care is an important foundation for balance between work and family life.</p> <p>The purpose of this indicator is to assess the role of access to child care in labour market.</p> <p>International agreements and conventions:</p> <ul style="list-style-type: none"> <li>- ILO Convention: Workers with Family Responsibilities, 1981(No. 156)</li> <li>- The UN Convention on the Rights of the Child</li> </ul>
<b>Recommended metadata</b>		<p>Breakdowns of the indicator by component groups such as sex, industries, occupational group, and status in employment, provides measures by which to evaluate the relative differences in percentage of percentage of households with at least one employed parent with access to child care.</p>
<b>Recommended disaggregation</b>		<p>The indicator can be best analyzed by</p> <ul style="list-style-type: none"> <li>- age ;</li> <li>- sex;</li> <li>- marital status;</li> <li>- number of children;</li> <li>- age of youngest child;</li> <li>- level of education;</li> <li>- industries;</li> <li>- occupational group (ISCO);</li> <li>- full-time vs. part-time workers;</li> <li>- status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- income;</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Finding a suitable balance between work and life is a challenge for all workers, especially working parents. Child care is recognized as a critical factor in meeting of full employment. In most countries,</p>

		<p>looking after children was traditionally considered to be a responsibility of women. Access to child care can help parents, particularly mothers, ensure continuity in their careers. Access to child care increases women's access to employment.</p> <p>The percentage of households with at least one employed parent with access to child care reflects the maximum level that employed parents can reach: a higher ratio indicates good conditions for working parents and a good balance between work and non-working life. However, the higher ratio might also be attributed to economic difficulty, which forces parents to return to work despite inconvenient conditions.</p>
	<b>In relation to other indicators and context indicators</b>	<p>In order to assess the impact of changes in this indicator on labour market, it is important to analyze the trends together with data on GDP, labour force participation rate and unemployment rate, hours of work.</p> <p>The indicator should also be analyzed together with indicators of the Dimension 3 (Working hours and balancing work and non-working life).</p>
	<b>Concerning international comparability</b>	<p>For each indicator to be comparable across time and countries, it is crucial that countries use similar concepts and methods in their calculation. In particular, it is important that countries use data that are similar in terms of worker.</p>
	<b>Recommended calculation in the EU-LFS</b>	<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <p>Target population: employed persons (HHPRIV=1 and ILO-STAT=1)</p> <p>Recommended disaggregation:</p> <p>SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1).</p>
	<b>Further readings</b>	<ol style="list-style-type: none"> <li>1. Workplace solution for childcare, C.Hein and N.Cassirer, ILO, 2010</li> <li>2. ILO Convention: Workers with Family Responsibilities, 1981(No. 156)</li> </ol> <p>Available at:</p> <p><a href="http://www.ilo.org/gender/Informationresources/Publications/WCMS_114192/lang--en/index.htm">http://www.ilo.org/gender/Informationresources/Publications/WCMS_114192/lang--en/index.htm</a></p>

<b>Dimension of the indicator</b>	<b>3 Working hours and balancing work and non-working life</b> <b>3c Balancing work and non-working life</b>
<b>Name of the indicator</b>	<b>Mean duration of commuting time between work and home (3c5)</b>
<b>Description</b>	This indicator presents information on the average daily time in minutes employed persons spend commuting from home to work one way.
<b>Formula</b>	The average daily time in minutes employed persons spend commuting from home to work one way.
<b>Recommended data source(s)</b>	The main source of data for this indicator is the <i>Labour Force Survey</i> . In the absence of the Labour Force Survey records, data from a <i>Social Survey</i> could be used or through a mobility survey or other household survey.
<b>Target population</b>	Regarding all employed persons age 15 and over.
<b>Variables used</b>	<i>Employed persons</i> : Employment defined according to the resolution of the 13 <sup>th</sup> ICLS in 1982 (see glossary).
<b>Measurement objectives</b>	Labour force participation not only involves time spent at the workplace, but often also considerable time spent commuting. International agreements and conventions: Commuting time between work and home is not stipulated by international convention.
<b>Recommended metadata</b>	Breakdowns of the indicator by component groups such as sex, industries, occupational group, and status in employment provides measures by which to evaluate the relative differences in mean duration of commuting time between work and home.
<b>Recommended disaggregation</b>	The indicator can be best analyzed by <ul style="list-style-type: none"> <li>- industries;</li> <li>- occupational group (ISCO);</li> <li>- status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- full-time vs. part-time workers;</li> <li>- sex;</li> <li>- marital status;</li> <li>- number of children.</li> </ul>

<b>Interpretation guidelines</b>	<b>In general</b>	For people with jobs outside of the home, travel to and from the workplace can extend the working day and shorten leisure and family time. Furthermore, commuting time between work and home can also be stressful, tiring and expensive.
	<b>In relation to other indicators and context indicators</b>	It would be informative to analyze this indicator together with data on GDP, labour force participation rate and unemployment rate.  The indicator should also be analyzed together with indicators of the Dimension 3 (Working hours and balancing work and non-working life).
	<b>Concerning international comparability</b>	For each indicator to be comparable across time and countries, it is crucial that countries use similar concepts and methods in their calculation.
<b>Recommended calculation in the EU-LFS</b>	<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <p>Target population: employed persons (HHPRIV=1 and ILO-STAT=1)</p> <p>Recommended disaggregation: SEX, AGE, FTPT, STAPRO, ISCO4D (for major group 1).</p>	
<b>Further readings</b>	1. Family database, OECD	

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Share of employees 25 years and older with fixed-term contract (4a1)</b>
<b>Description</b>	Share of employees 25 years and older with fixed-term contract
<b>Formula</b>	$\frac{\text{Employees 25 years or older with fixed – term contract}}{\text{All employees 25 years or older}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS). The LFS data provides detailed information about the reason and duration of temporary contracts. The indicator can be disaggregated by different LFS-variables.
<b>Target population</b>	Employees excluding apprentices. The lower age boundary is 25 years. Nevertheless, it's recommended to also consider the 15- to 24-year olds as separate group (see «interpretation guidelines – in general»).
<b>Variables used</b>	- Permanency of the job -status in employment (according to the International Classification of Status in Employment (ICSE-93)) - age
<b>Measurement objectives</b>	This indicator measures the employment security given by the type of employment contract. It informs about the part of employees who are at high risk to have to look for a new job after a certain time. This situation can lead to stress, insecurity and financial risk.
<b>Recommended metadata</b>	- metadata of the source - reference population (LFS: resident population) - activity status
<b>Recommended disaggregation</b>	- sex - nationality - age groups - duration of contract - full-time / part-time - (reason for the temporary job)

<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- Temporary contracts can be a factor of risk, related to stress and an additional burden. However, a permanent position can also be perceived as insecure depending the situation, for example during a crisis or when some jobs will be cut in the future.</li> <li>- The distinction between to target groups (15 to 24 years; 25 years and older) is important as the first group consists of a big part of persons in practical training and in the education process, apprentices and students having a holiday job. This may reflect a higher exposure to less favorable job conditions as well as a personal choice to have a temporary job.</li> <li>- As a temporary contract can differ between some days and several years, it's important to consider the duration of the contract too. The duration may influence the job insecurity.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- This indicator should be analyzed in combination with the perceived job security (information available in the EWCS, not in the LFS).</li> <li>- To investigate the reason why the person has a temporary contract may also be interesting as some persons choose themselves to have a temporary job.</li> <li>- Number of persons who found their job through a temporary employment agency and are paid by this agency (see indicator «share of temporary employment agency workers»)</li> <li>- The economic situation as context indicator: are there more temporary contracts in times of economic downturn?</li> </ul>
	<b>Concerning international comparability</b>	<ul style="list-style-type: none"> <li>- The national legislation influences certainly the proportion of employees with fixed term contracts in a country. The national context and the way of regulating the cancellation of contracts leads to different behaviors according to fixed terms / indefinite contracts.</li> <li>- As this indicator can be calculated with the LFS variables, the international comparison is well feasible.</li> </ul>
<b>Recommended calculation in the EU-LFS</b>	<p>Main variables in the EU-LFS:</p> <ul style="list-style-type: none"> <li>- STAPRO (Status in employment)</li> <li>- TEMP (Permanency of the main job)</li> <li>- YEARBIR</li> </ul> <p>Disaggregations:</p> <ul style="list-style-type: none"> <li>- SEX</li> <li>- NATIONAL</li> <li>- TEMPDUR</li> </ul>	

	<ul style="list-style-type: none"><li>- TEMPREAS</li><li>- TEMPAGCY</li></ul>
<b>Further readings</b>	OECD, 2013: Protecting jobs, enhancing flexibility: A new look at employment protection legislation. In: OECD Employment Outlook 2013, Paris: OECD Publishing, pp. 65-126.

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Precarious employment rate (4a2) (experimental)</b>
<b>Description</b>	<p>According to the Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the 15th ICLS (Geneva, January 1993), workers in precarious employment can either: (a) be workers whose contract of employment leads to the classification of the incumbent as belonging to the groups of “casual workers”, “short-term workers” or “seasonal workers”; or (b) be workers whose contract of employment will allow the employing enterprise or person to terminate the contract at short notice and/or at will, with the specific circumstances to be determined by national legislation and custom. In the case of workers falling under category (a) above, workers may be classified as “employees” or “own-account workers” according to the characteristics of the employment contract. Workers under category (a) refer to the following:</p> <ul style="list-style-type: none"> <li>- Casual workers: contracts are not expected to continue for more than a very short period.</li> <li>- Seasonal workers: contract duration is influenced by seasonal factors such as climate, public holidays, agriculture season, etc.</li> <li>- Short-term workers: contracts are expected to last for a short period, but longer than that of casual workers.</li> </ul> <p>The common element among the precarious employment categories is the short-term nature of the employment contracts (category a) or their instability, as employers may terminate them upon short notice (category b).</p> <p>The precarious employment rate provides information regarding the share of the employed whose contract of employment, whether verbal or written, is of relatively short duration or whose contract can be terminated on short notice.</p>
<b>Formula</b>	$\frac{\text{Number of persons in precarious employment}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	<p>Labour force survey (LFS) which includes information about status on employment and job contract duration.</p> <p>Other household surveys with an appropriate employment module may also be used to obtain the required data to calculate the indicator. Nonetheless, such sources may have limitations related to</p>



		<p>periodicity, geographic coverage or worker coverage about which data users should be made aware.</p> <p>An employment-based establishment survey (intended to capture the number of precarious jobs) may be considered only as a secondary option.</p>
<b>Target population</b>		Employed persons
<b>Variables used for the calculation</b>		<ul style="list-style-type: none"> <li>- Status on employment</li> <li>- Duration of work</li> <li>- Stability of work</li> </ul>
<b>Measurement objectives</b>		The precarious employment rate measures workers' vulnerability both employees and not employees people. An increasing trend in the indicator corresponds to a worsening of the quality of employment, as it points to an increasing number of jobs becoming unstable and/or insecure.
<b>Recommended metadata</b>		Data on the source, reference period, population coverage and geographic coverage and the definition of precarious employment.
<b>Recommended disaggregation</b>		<ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Earning</li> <li>- Sex</li> <li>- Age class</li> <li>- Citizenship (national or non-national)</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Seasonal employment may occur in key industries, such as agriculture or tourism, and hiring may be subject to special legislation which should be analysed jointly with the indicator. Seasonal employment contracts in agriculture may be defined by work gang or crew members whose working conditions (including health, safety and sanitation) and earnings may be inadequate. Similarly, workers in casual employment are often hired as day workers in sectors such as construction or agriculture where working conditions and pay can be substandard.</p> <p>Some degree of overlap may exist between this indicator and the one for informal employment, reflecting the fact that jobs in precarious employment generally lack basic social or legal protections or employment benefits. Assessing the extent to which self-employment jobs are precarious could be done in terms of defining</p>

		<p>the stability of the enterprises in which they work; for example, an analysis of the average time that self-employed enterprises remain in operation (disaggregated by formal/informal sector) could be carried out. It should be noted that some workers (including working students) may prefer casual, seasonal, or short-term jobs; hence it is important to identify whether the engagement in this type of employment is voluntary or not, given the possibility of an alternative employment situation that is not precarious.</p>
	<p><b>In relation to other indicators and context indicators</b></p>	<p>GDP growth by sector, labour force participation rate, unemployment rate and average earnings.</p> <p>Different experiences suggest that the indicator is sensitive to changes in the business cycle, having a counter cyclical nature. An economic downturn or recession may result primarily in layoffs of employees with short-term contracts, who are often younger and less experienced workers. When an economy begins a period of expansion, businesses may wish to avert risk and keep costs down, at least initially, by cautiously hiring workers on short-term contracts. In the aggregate, the decisions of companies regarding their employees during the business cycle depend on the economic structure, product/service demand and prices in the output market, as well as labour supply.</p>
	<p><b>Concerning international comparability</b></p>	<p>Operational definition of precarious is more difficult for the self-employed. Experiences with the measurement of the concept of precarious employment as well as data availability are limited in many countries. For this reason the indicator was flagged as experimental.</p>
<p><b>Recommended calculation in the EU-LFS</b></p>	<p>Precarious not employees is not collected directly from the EU-LFS</p> <p>Main variables in the EU-LFS:</p> <ul style="list-style-type: none"> <li>- STAPRO (2="Self-employed without employees"; 3="Employee")</li> <li>- TEMP (2="employee has temporary job/work contract of limited duration)</li> </ul> <p><i>Not information about temporary or stability of work for self-employed</i></p> <p>Disaggregation:</p> <ul style="list-style-type: none"> <li>- SEX</li> <li>- YEARBIRD</li> <li>- NATIONAL</li> <li>- TEMPDUR</li> <li>- TEMPREAS</li> </ul>	

	<ul style="list-style-type: none"> <li>- TEMPAGCY</li> <li>- ISCO4D (for major group 1)</li> <li>- NACE3D (main sectors)</li> <li>- FTPT</li> </ul>
<b>Further readings</b>	<p>ILO: Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (Geneva, January 1993).</p> <p><a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf</a></p> <p>Decent Work Indicators. Concepts and definitions, ILO Manual first version, 2012, Geneva</p> <p><a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf</a></p>

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Job tenure at the current job or with the current employer (4a3)</b>
<b>Description</b>	Percentage of employed persons over a certain age (e.g. 25 years) whose number of years of tenure at the current job or with the current employer is (1) < 1 year, (2) 1-5 years, (3) 5-10 years and (4) >= 10 years.
<b>Formula</b>	$\frac{\text{Number of employed persons whose job tenure falls in length of time (i)}}{\text{Total number of employed persons}} * 100$ Where (i) refers to the above-mentioned job tenure time bands.
<b>Recommended data source(s)</b>	Labour Force Survey (LFS)  The preferred official national data source for these indicators is a household-based LFS, as it permits to estimate the number of employed persons and allows disaggregations by gender, age group, educational attainment, professional status, economic activities, etc. Such disaggregations may be required when analysing job tenure statistics in a cross-country perspective. If LFS is not available, other household surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons aged 25 years and over. Since the minimum age for defining the working age population is 15 (ILO Convention No.138), the job tenure of young people under the age of 25 cannot fall in all job tenure time bands (1)-(4) as defined above. Therefore, persons under 25 are excluded from the target population. It is recommended to compute supplementary job tenure indicators for the population aged 15-24. Job tenure time bands for this population need to be specified by each country according to its national circumstances (e.g. minimum education leaving age).
<b>Variables used</b>	<ul style="list-style-type: none"> <li>- Employed persons: Employment defined according to the resolution of the 13<sup>th</sup> ICLS in 1982 (see glossary)</li> <li>- Job tenure (see glossary): number of months/years since the person started working for his/her current employer or as self-employed.</li> </ul>
<b>Measurement objectives</b>	The job tenure indicator measures the length of time workers have been in their current job or with their current employer and is valuable for analysing the stability of employment relationships, and ultimately, the degree of job insecurity that workers may face.

<b>Recommended metadata</b>	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, geographic coverage, and definition of job tenure are made available.	
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Age</li> <li>- Educational attainment (ISCED)</li> <li>- Status in employment (ISCE-93), particularly self-employed workers vs. employees</li> <li>- Gender</li> <li>- Economic activity (ISIC/NACE)</li> </ul>	
<b>Interpretation guidelines</b>	<b>In general</b>	<ul style="list-style-type: none"> <li>- A large proportion of workers with short job tenure and a low proportion of workers with long job tenure may be indicative of low employment stability and security.</li> <li>- Not only is job instability a major source of financial stress, but it also affects the well-being of workers in various ways. Job insecurity has been shown to reduce job satisfaction, as well as the commitment to the organisation and job involvement.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- Job tenure indicators are highly sensitive to the business cycle and should be analysed in relation to GDP growth and unemployment rate. In particular, the proportion of workers with short job tenure tends to fall sharply during economic downturn. This results from both reduced hiring and lay-offs of newly-hired workers; therefore, it does not indicate a “true” improvement in job quality.</li> <li>- Job tenure indicators and the share of temporary workers are two complementary approaches of employment stability. For instance, in a country with a large proportion of temporary workers, regular workers may benefit from a high degree of employment protection so that the proportion of workers with long job tenure can be relatively high. In such a country, the labour market is highly dual, but employment stability could be relatively high.</li> </ul>

	<p><b>Concerning international comparability</b></p>	<p>International comparability is affected by a number of factors:</p> <ul style="list-style-type: none"> <li>- The mean education leaving age: job tenure among young adults will be lower if youth stay longer at school</li> <li>- The employment rate of women: depending on family-friendly policies in force and cultural preferences, women may have more frequent career interruptions (related to childbirth and child caring) than men, and therefore, shorter job tenure.</li> <li>- The industry composition: because of the seasonal nature of a number of economic activities (e.g. tourism), job tenures will tend to be shorter in countries where such activities are relatively widespread.</li> <li>- The proportion of self-employed workers: While business cycle is the main determinant of the employment stability of self-employed workers, job stability among employees is affected by both the business cycle and the employment protection legislation. For international comparisons, it is recommended to analyse job tenure indicators separately for these two categories of workers.</li> </ul>
<p><b>Recommended calculation in the EU-LFS</b></p>	<p>To calculate the indicator it is recommended to use the following EU-LFS variables:</p> <ul style="list-style-type: none"> <li>- Time in months since the person started current employment (STARTIME)</li> <li>- Targeted population: employed persons in private households, aged 25 and over (HHPRIV=1 and ILOSTAT=1 and AGE ≥ 25)</li> <li>- Recommended disaggregations: STATPRO (employee vs. self-employed), AGE, SEX, HATLEV1D (level of education – 3 levels), NACE3D</li> </ul>	
<p><b>Further readings</b></p>		

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons who are own-account workers (4a4)</b>
<b>Description</b>	According to the Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the 15th ICLS (Geneva, January 1993), own-account workers are those workers who, working on their own account or with one or more partners, hold a 'self-employment job' and have not engaged on a continuous basis any employees to work for them during the reference period. The partners may or may not be members of the same family or household.
<b>Formula</b>	$\frac{\text{Number of employed persons who are own – account workers}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS) Other household surveys with an appropriate employment module may also be used to obtain the required data.
<b>Target population</b>	Employed persons
<b>Variables used</b>	- status in employment (see glossary) - having employees
<b>Measurement objectives</b>	This indicator provides information regarding the proportion of workers whose status in employment may place them at a higher degree of economic risk than other employed persons. Differentiation between the employed person who is in a self-employment job and their enterprise, which may be characterized as unincorporated.
<b>Recommended metadata</b>	It is recommended that information on the data source, data reference period, population coverage, definitions used for own-account workers and contributing family workers, and geographic coverage be made easily available to data users.
<b>Recommended disaggregation</b>	- Sex - Age class - Status in employment according to the ICSE-93 - Occupation (ISCO-08 major group 1) - Full-time vs. part-time

		<ul style="list-style-type: none"> <li>- Economic activity (ISIC/NACE)</li> <li>- Citizenship (national or non-national)</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	Some own-account workers (that is, workers holding self-employment jobs who may be working alone or with one or more partners and have not hired any employees on a continuous basis) may have inadequate employment conditions (for example, inadequate employment-related income and excessive hours) and jobs of short duration. This may be especially true in developing countries among many own-account informal sector enterprises and own-account subsistence agriculture production units. Thus, high levels of the indicator may point to inadequate employment conditions.
	<b>In relation to other indicators and context indicators</b>	In order to establish actual decent work deficits among own-account workers, the indicator should be analyzed together with other indicators, including informal employment of own-account workers, employment-related income of such workers relative to cost of living, excessive hours and social protection coverage.
	<b>Concerning international comparability</b>	Self-employed persons without out employees can be a highly heterogeneous group with a large range of different employment situations. International comparisons should take into account the composition of this group in the countries under consideration. Furthermore, it is important to consider the institutional arrangements regarding self-employed without employees, e.g. regarding social protection.
<b>Recommended calculation in the EU-LFS</b>		<p>Main variables in the EU-LFS:</p> <ul style="list-style-type: none"> <li>- STAPRO (2=Self-employed without employees)</li> </ul> <p>Disaggregation:</p> <ul style="list-style-type: none"> <li>- SEX</li> <li>- YEARBIRD</li> <li>- NATIONAL</li> <li>- ISCO4D (for major group 1)</li> <li>- NACE3D (main sectors)</li> <li>- FTPT</li> </ul>
<b>Further readings</b>		<p>ILO: Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (Geneva, January 1993).</p> <p><a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf</a></p>



	<p>Decent Work Indicators. Concepts and definitions, ILO Manual first version, 2012, Geneva</p> <p><a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf</a></p>
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<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Percentage of self-employed workers with only one client (4a5)</b>
<b>Description</b>	<p>Percentage of self-employed workers with only one client (in the reference period of survey).</p> <p>European Working Conditions Survey (EWCS) the fifth EWCS questionnaire uses four parameters to distinguish the declared self-employed (especially self-employed without employees) from employees. Economic independence is considered by asking about the degree of dependency on only one client (a 'genuine business' is assumed to seek income from different sources). Secondly, resources should come through payment for products or services provided and not from a regular (monthly) payment like a salary. The other two parameters are the capacity for hiring staff when needed and the ability to decide significant steps for the business.</p>
<b>Formula</b>	$\frac{\text{Number of self – employed persons with only one client}}{\text{Total number of self – employed persons}} * 100$
<b>Recommended data source(s)</b>	<p>Labour Force Survey (LFS), but it is necessary to insert a question about self-employed without employees working for one or more clients.</p> <p>European Working Conditions Survey (EWCS). Nevertheless caution should be exercised when analysing the data as the sample size is small (particularly for self-employed without employees).</p>
<b>Target population</b>	Employed persons
<b>Variables used</b>	<ul style="list-style-type: none"> <li>- Status in employment (see glossary)</li> <li>- Number of clients</li> </ul>
<b>Measurement objectives</b>	<p>The ongoing labour market deregulation process makes the collection of data on employment more complex. The traditional distinction between employees and self-employed no longer indicates an alternative but identifies the two extremes of a continuum that includes a large number of hybrid typologies. The group of self-employed workers has very different characteristics in terms of employment security. In detail, the category includes: - who works as a freelance professional for multiple clients; who works as a self-employed way but only for a single customer. Self-employed worker who fall within the second group are more similar to em-</p>

		<p>ployees than to the self-employed worker. The level of employment security in the second group is significantly lower than first group because their work, and thus their gain, depends on a single customer. If the only customer/client stops to use the worker, the worker stops working. Therefore the person has no source of income and he is most at risk of becoming unemployed or inactive.</p>
	<b>Recommended metadata</b>	<p>It is recommended that information on the data source, data reference period, population coverage, definitions used for own-account workers and number of clients, and geographic coverage be made easily available to data users.</p>
	<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time</li> <li>- Duration of work</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Earning</li> <li>- Sex</li> <li>- Age class</li> <li>- Citizenship (national or non-national)</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Self-employment is difficult to identify and characterize. As many studies show, there is no simple characterization of a self-employed worker, and comparative studies underline the variety of situations that could be considered as self-employment. In Europe, there is currently neither a straightforward definition of self-employment nor of self-employed workers. Moreover, there are blurred situations where self-employed workers perform work under an entrepreneurial status while being in a 'dependent' (subordinate) position. It is usually assumed that the main characteristic of self-employment is an entrepreneurial way of working. An entrepreneur is characterized by specific powers, such as autonomy of decision-making in organizing work and hiring people, financial independence and related responsibility and constraints. Therefore having more than one client could be considered the marks of 'genuine' self-employed. This indicator should be analyzed in combination with percentage of employed persons who are own-account workers and work in unincorporated enterprise and with percentage of temporary employees.</p> <p>As regards autonomy in work, self-employed workers with only one client is often closer to being an employee rather than others self-employed.</p>
	<b>In relation to other</b>	<p>This indicator should be analysed in combination with non-</p>

	<b>indicators and context indicators</b>	<p>standard and informal employment.</p> <ul style="list-style-type: none"> <li>➤ Non-standard employment: it is defined considering two main characteristics of job patterns, part-time and temporary.</li> <li>➤ Informal employment: the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period</li> </ul>
	<b>Concerning international comparability</b>	<p>Some difficulties concerning international comparability derive from the specific features of national contexts and legal frameworks.</p>
<b>Recommended calculation in the EU-LFS</b>	<p>Main variables in the EU-LFS:</p> <ul style="list-style-type: none"> <li>- STAPRO (2=Self-employed without employees)</li> </ul> <p><i>Not information about number of clients</i></p> <p>EWCS 2010: Question Q6_1, item A</p>	
<b>Further readings</b>	<p>Decent Work Indicators. Concepts and definitions, ILO Manual first version, 2012, Geneva</p> <p><a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf</a></p> <p>Eurofound (2012), Fifth European Working Conditions Survey, Publications Office of the European Union, Luxembourg</p> <p><a href="http://www.eurofound.europa.eu/pubdocs/2011/82/en/1/EF1182EN.pdf">http://www.eurofound.europa.eu/pubdocs/2011/82/en/1/EF1182EN.pdf</a></p> <p>Pedersini R. and Coletto D., 2010, <i>Self-employed workers: industrial relations and working conditions</i>, European Foundation for the Improvement of Living and Working Conditions</p> <p><a href="http://www.eurofound.europa.eu/docs/comparative/tn0801018s/tn0801018s.pdf">http://www.eurofound.europa.eu/docs/comparative/tn0801018s/tn0801018s.pdf</a></p>	

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Informal employment rate (4a6) (experimental)</b>
<b>Description</b>	<p>The 17th ICLS in 2003 published a definition of the concept of informal employment within the informal economy. This concept remains the standard definition of informal employment within the framework of the ILO. Informal employment is defined as the total number of informal jobs, whether carried out in sector enterprises, informal sector enterprises or household during a given reference period.</p> <p>The key characteristics of informal employment are that it is a job-based concept (focus on characteristics of the job) that includes: (1) all jobs (main and secondary jobs); (2) jobs in all types of production units; (3) workers in all status in employment; and (4) all branches of economic activity (agriculture and non-agriculture).</p> <p>Informal employment, which encompasses all of the jobs included in the concept of employment in the informal sector (except those which are classified as formal jobs in informal sector enterprises), refers to those jobs that generally lack basic social or legal protections or employment benefits and may be found in formal sector enterprises, informal sector enterprises or households.</p> <p>Informal employment includes the following types of jobs: (i) own-account workers employed in their own informal sector enterprises; (ii) employers employed in their own informal sector enterprises; (iii) contributing family workers, irrespective of whether they work in formal or informal sector enterprises; (iv) members of informal producers' cooperatives; (v) employees holding informal jobs in formal sector enterprises, informal sector enterprises, or as paid domestic workers employed by households; (vi) own-account workers engaged in the production of goods exclusively for own final use by their household, if they are considered employed given that the production comprises an important contribution to total household consumption. For operational reasons the concept is measured as the number of persons employed (and not the number of jobs) in informal employment in their main job. Where they exist, employees holding formal jobs in informal sector enterprises should be excluded from informal employment. As regards (v) above, employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (such as advance notice of dismissal,</p>

	<p>severance pay, paid annual or sick leave).</p> <p>The informal employment rate is defined as the percentage of persons in total employment who are in informal employment</p>
<b>Formula</b>	$\frac{\text{Number of employed persons in informal employment}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	<p>A household-based LFS is the recommended data source as it has all the elements in order to distinguish employment by status and thus allowing to apply the criteria concerning self employed as well the one pertaining dependent workers. Some LFS collects information in the size of the economic unit conducted by a self-employed, so can be selected those in charge of micro economic units. In case a LFS lacks any elements necessary to identify what kind of economic unit a self employed leads, it can be implemented the so called mixed household-establishments surveys, where the second phase is an in deep module addressed to those already identified as self employed in the household survey.</p> <p>National Accounts estimate the underground economy including both unregistered residents and non-resident foreigners. The underground economy is defined in terms of legal productive activities that are not registered to avoid tax and social contribution obligations.</p>
<b>Target population</b>	Employed persons
<b>Variables used</b>	<ul style="list-style-type: none"> <li>-Employed persons: Employment defined according to the XIII ICLS resolution (1982).</li> <li>-Status in Employment as established by the XV ICLS resolution (1993)</li> <li>-Size of the economic unit a self-employed (own account worker/employer) has. Alternatively, type of registration or tax regime is a resource to identify the type of economic unit.</li> <li>-Access to social security or to the most basic services in virtue of the employment a dependent worker has: alternatively, the existence or not of a written contract giving basic labour protection or guarantees as a worker.</li> </ul>
<b>Measurement objectives</b>	<p>The Measurement objectives can be understood in one of these three ways</p> <ul style="list-style-type: none"> <li>-To identify the most vulnerable or economic risk exposed segment of total employment.</li> <li>-To identify those lacking any safety net to fall back or with more</li> </ul>

		<p>disadvantages in case things go wrong either on regard their economic activity or labour relationships.</p> <p>-To identify those with the least possibilities -be the jure or the facto- to count in their favor with the legal/institutional frame to protect them either as independent producers or as dependent workers.</p>
	<b>Recommended metadata</b>	<p>It is recommended information on the data source, data reference period, population coverage and geographic coverage be made available to data users. Moreover, it is essential that data users be informed regarding the operational definition used to define informal employment:</p> <ul style="list-style-type: none"> <li>- job coverage (main jobs or all jobs).</li> <li>- the criteria used in distinguishing different categories on regard status in employment</li> <li>- the criteria used to identify those leading unincorporated economic units (size/registration/tax regime/account practices). In particular on regard self- employed in unincorporated economic units it is important to specify if independent professionals (such as medical doctors, dentists, accountants or lawyers) were included or not.</li> <li>-the criteria used to identify the less protected segment of paid dependent workers/the most basic labour benefit or the most basic labour guarantee they can count on.</li> </ul>
	<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>-Sex, age groups, and education</li> <li>- Area of occupation (urban/rural)</li> <li>-Status in employment: self employed (own account and employers), non paid auxiliary family workers and employees (paid dependent workers)</li> <li>-Economic Activity (ISIC/NACE/NAICS) or at least distinguishing between agricultural an non agricultural</li> <li>-SNA's institutional sectors (if possible), placing paid domestic workers within the household sector but in a different place of those in household enterprises</li> <li>-full time- part time</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	<p>The existence of an informal economy and informal employment in a particular country is strongly influenced by such factors as the specific historical background, cultural influences, levels of development, characteristics of the economic system and the overall political and economic environment. Besides that, many similarities can be drawn between such countries. People are often simply</p>

		<p>unable to find a job in the formal part of the economy due, for example, to a shortage of employment opportunities, or a low level of formal education. Such workers have generally no other choice than to seek a job within the informal economy since they cannot afford to be unemployed.</p> <p>High taxes, bureaucratic procedures and corruption can make formal employment complicated and expensive.</p> <p>Inadequate and not carefully targeted employment policies can constrain employment in the formal sector and push workers towards informality. Low levels of job creation, combined with high unemployment and social assistance benefits below the basic level of subsistence, leave workers no other choice than to seek employment in the informal economy.</p> <p>Also rapid economic changes, as those experienced in the transition periods, are often to the disadvantage of low skilled workers who cannot adapt to the new requirements in the formal economy and are squeezed out into the informal economy. The economic situation as context indicator: are there more temporary contracts in times of economic downturn?</p>
	<p><b>In relation to other indicators and context indicators</b></p>	<p>This indicator should be analyzed in combination with GDP, employment and unemployment rate. When the share of informal employment remains more or less stationary during normal periods, it is expected it increases with recessions and decreases during the pick of the economic cycle so being countercyclical.</p> <p>Moreover it should be analyzed in combination with non-standard employment and percentage of employees without formal contracts.</p>
	<p><b>Concerning international comparability</b></p>	<p>The national legislation influences the proportion of informal employment. As this indicator cannot be calculated with the LFS variables, the international comparison is rather difficult.</p> <p>It is very difficult to measure mainly at level of worker. It might be better to include as context indicator the percentage of irregular work (from National Accounts).</p>
<p><b>Recommended calculation in the EU-LFS</b></p>	<p>Informal employment is not collected directly from the EU-LFS</p>	
<p><b>Further readings</b></p>	<p>ILO: Hussmans, Ralf. Measuring the informal economy: from employment in the informal sector to informal employment. Working Paper No. 53. Geneva, December 2004.</p> <p>ILO, Resolution concerning statistics of employment in the informal sector, XV ICLS, Geneva, January 1993</p>	



	<p>ILO, Guidelines concerning a statistical definition of informal employment, XVII, ICLS, Geneva, December 2003</p> <p>ILO, A comparative Overview of Informal Employment in Albania, Bosnia and Herzegovina, Moldova and Montenegro, 2011</p> <p>ILO, Measuring Informality: a Statistical Manual on the informal sector and informal employment,. October 2012  <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_182300.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_182300.pdf</a></p> <p>Decent Work Indicators. Concepts and definitions, ILO Manual first version, 2012, Geneva  <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_183859.pdf</a></p> <p>WIEGO, The Informal Economy: Definitions, Theories and Policies, Working Paper No 1, August 2012  <a href="http://wiego.org/sites/wiego.org/files/publications/files/Chen_WIEGO_WP1.pdf">http://wiego.org/sites/wiego.org/files/publications/files/Chen_WIEGO_WP1.pdf</a></p>
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<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Perceived job security (4a7)</b>
<b>Description</b>	Percentage of employed persons who state that they might lose their job, e.g. in the next 6 months
<b>Formula</b>	$\frac{\text{Number of employed persons who, in the following 6 months, consider it is likely they lose their job and it is not at all or a little likely that they find another similar job}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS) or other official national household surveys, but it is necessary to insert the questions. European Working Conditions Survey (EWCS). Nevertheless caution should be exercised when analysing the data as the sample size is small.
<b>Target population</b>	Employed persons
<b>Variables used</b>	- Fear of losing their jobs in the next six months
<b>Measurement objectives</b>	The indicator intends to capture the subjective aspects of wellbeing at work investigating perceived insecurity. The perceived of job security as perceived by the workers may not be closely related to the formal stability of job.
<b>Recommended metadata</b>	Data on the source, reference period, population coverage and geographic coverage, the definition and operational definitions (item of questionnaire) of perceived job security.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Status in employment according to the ICSE-93 (particularly self-employed workers vs. employees)</li> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time</li> <li>- Duration of work</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Earning</li> <li>- Sex</li> <li>- Age class</li> <li>- Citizenship (national or non-national)</li> </ul>

		- Easy to find a job similar to the one done
<b>Interpretation guidelines</b>	<b>In general</b>	The feeling of insecurity is more prevalent in countries where unemployment is higher, in particular long-term unemployment rate, and/or spending on labour market policies is lower. On the other hand, perceived of job security is linked to flexicurity policies.
	<b>In relation to other indicators and context indicators</b>	This indicator should be analyzed in combination with: <ul style="list-style-type: none"> <li>- Unemployment rate</li> <li>- Long-term unemployment rate</li> <li>- Presence of unemployment benefits</li> </ul>
	<b>Concerning international comparability</b>	The two questions of the Eurofound questionnaire (q77a, q77f) allow to make comparisons over time and space. However, the subjective questions can be sensitive to cultural differences among countries.
<b>Recommended calculation in the EU-LFS</b>		The indicator is not available in the EU-LFS
<b>Further readings</b>		<p>Eurofound (2012), Fifth European Working Conditions Survey, Publications Office of the European Union, Luxembourg <a href="http://www.eurofound.europa.eu/pubdocs/2011/82/en/1/EF1182EN.pdf">http://www.eurofound.europa.eu/pubdocs/2011/82/en/1/EF1182EN.pdf</a></p> <p>Erlinghagen M., 2008, <i>Self-Perceived Job Insecurity and Social Context: A Multi-Level Analysis of 17 European Countries</i>, European Sociological Review volume 24 number 2, 183–197. <a href="http://www.sociologia.unimib.it/DATA/Insegnamenti/13_3334/materiale/2.3.%20erlinghagen.pdf">http://www.sociologia.unimib.it/DATA/Insegnamenti/13_3334/materiale/2.3.%20erlinghagen.pdf</a></p> <p>Green, F. (2003). The Rise and Decline of Job Insecurity. Department of Economics Discussion Paper 05/03. Canterbury: University of Kent <a href="https://www.econstor.eu/dspace/bitstream/10419/68072/1/377468029.pdf">https://www.econstor.eu/dspace/bitstream/10419/68072/1/377468029.pdf</a></p> <p>ISTAT, The project for measuring equitable and sustainable well-being, dimension Work and life balance <a href="http://www.misuredelbenessere.it/fileadmin/upload/docPdf/03_Work_and_life_balance.pdf">http://www.misuredelbenessere.it/fileadmin/upload/docPdf/03_Work_and_life_balance.pdf</a></p> <p>Origo, Federica and Laura Pagani (2009): “Flexicurity and Job Satisfaction in Europe: The Importance of Perceived and Actual Job Stability for Well-being at Work”, Labour Economics, 16, pp. 547 – 555.</p>

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Percentage of persons employed via a temporary employment agency (4a8)</b>
<b>Description</b>	Percentage of employees employed via a temporary employment agency
<b>Formula</b>	$\frac{\text{Persons employed via a temporary employment agency}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	<p>Labour Force Survey (LFS) or other official national household surveys.</p> <p>LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. If LFS is not available other household or individual surveys with an appropriate employment module may be used instead.</p>
<b>Target population</b>	Employed persons
<b>Variables used</b>	<ul style="list-style-type: none"> <li>- Contract with a temporary employment agency</li> <li>- Status in employment (see glossary)</li> </ul>
<b>Measurement objectives</b>	Employees with an employment contract with a temporary employment agency generally are exposed to a higher risk of losing their job and often - depending on national circumstances - receive a lower pay and have less favorable working conditions.
<b>Recommended metadata</b>	Data on the source, reference period, population coverage and geographic coverage, definition and operational definition of indicator.
<b>Recommended disaggregation</b>	<ul style="list-style-type: none"> <li>- Occupation (ISCO-08 major group 1)</li> <li>- Full-time vs. part-time</li> <li>- Economic activity (ISIC/NACE)</li> <li>- Earning</li> <li>- Duration of work</li> <li>- Sex</li> <li>- Age class</li> <li>- Citizenship (national or non-national)</li> </ul>

<b>Interpretation guidelines</b>	<b>In general</b>	<p>Employees with an employment contract with a temporary employment agency generally are exposed to a higher risk of losing their job and often - depending on national circumstances - receive a lower pay and have less favorable working conditions.</p> <p>Work for a temporary employment agency involves a triangular employment relationship between an employee who is paid by the employment agency but performs work for and under the supervision of a user enterprise. Staff working directly for the temporary employment agency (administrative tasks), i.e. not employed to perform any work for and under the supervision of a user enterprise, should not be included for the computation of the indicator.</p>
	<b>In relation to other indicators and context indicators</b>	<p>This indicator should be analyzed in combination with non-standard and informal employment.</p> <ul style="list-style-type: none"> <li>➤ Non-standard employment: it is defined considering two main characteristics of job patterns, part-time and temporary.</li> <li>➤ Informal employment: the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period</li> </ul>
	<b>Concerning international comparability</b>	<p>The national legislation influences the proportion of persons employed via a temporary employment agency as well as the job security and employment situation of temporary agency workers.</p>
<b>Recommended calculation in the EU-LFS</b>	<p>Main variables in the EU-LFS:</p> <ul style="list-style-type: none"> <li>- TEMPAGCY (1=Yes)</li> </ul> <p>In the absence of information from a specific variable (like TEMPAGCY), information regarding the economic activity could be used as a proxy (code 782 of ISIC rev. 4). It should however be noted that respondents in household surveys sometimes confuse the industry sector of the temporary employment agency with the one of the client's business.</p> <p>Disaggregation:</p> <ul style="list-style-type: none"> <li>- SEX</li> <li>- YEARBIRD</li> <li>- NATIONAL</li> <li>- TEMP</li> <li>- TEMPDUR</li> <li>- ISCO4D (for major group 1)</li> </ul>	

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<b>Further readings</b>	<p>Kalleberg, Arne, 2000: Nonstandard Employment Relations: Part-Time, Temporary and Contract Work. In: Annual Review of Sociology, 26, pp. 341-365.</p> <p>OECD, 2013: Protecting jobs, enhancing flexibility: A new look at employment protection legislation. In: OECD Employment Outlook 2013, Paris: OECD Publishing, pp. 65-126.</p>

<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Percentage of employees without formal contracts (4a9)</b>
<b>Description</b>	Percentage of employees without formal contracts (in accordance with national circumstances the existence of a pay slip or pay stub could be used as an alternative operationalization)
<b>Formula</b>	$\frac{\text{Number of employees without formal contracts}}{\text{Total number of employees}} * 100$
<b>Recommended data source(s)</b>	Labour Force Survey (LFS) or other official national household surveys.  LFS is the recommended data source, as it permits to estimate the number of employed persons and generally allows disaggregations by economic activity and demographic variables such as sex, age group, etc. If the information is not available in the LFS, other household or individual surveys with an appropriate employment module may be used instead.
<b>Target population</b>	Employed persons
<b>Variables used</b>	- Presence of formal contract resp. presence of pay slip/pay stub - Status in employment (see glossary)
<b>Measurement objectives</b>	This indicator measures the employment security given by a formal employment contract that guarantees a pay slip/pay stub. The presence of these documents protects regular workers from to be informal workers. Employees without formal contracts can be exposed to higher risks of losing their job and they are more likely not to be subject to social protection. That indicates a high vulnerability of workers.
<b>Recommended metadata</b>	Data on the source, reference period, population coverage and geographic coverage, definition and operational definition of indicator.
<b>Recommended disaggregation</b>	- Status in employment according to the ICSE-93 (permanent and temporary employees) - Occupation (ISCO-08 major group 1) - Full-time vs. part-time - Economic activity (ISIC/NACE) - Earnings

		<ul style="list-style-type: none"> <li>- Job tenure</li> <li>- Sex</li> <li>- Age class</li> <li>- Citizenship (national or non-national)</li> </ul>
<b>Interpretation guidelines</b>	<b>In general</b>	Working without a formal contract (or without pay slip/pay stub respectively) could indicate work that is informal and less secure, and sometimes not declared to the public authorities. Informal contracts can be a factor of risk, related to stress and an additional burden. Working without a formal contract may de facto restrict the rights of the worker. In the case of undeclared work both the employee and the country where the employee lives are penalised, causing economic, social and civic decline. The employee does not pay taxes and does not pay the social contributions, so subtracts money to the community that should be allocated to social services, infrastructure, etc.
	<b>In relation to other indicators and context indicators</b>	<p>This indicator should be analyzed in combination with non-standard and informal employment.</p> <ul style="list-style-type: none"> <li>➤ Non-standard employment: it is defined considering two main characteristics of job patterns, part-time and temporary.</li> <li>➤ Informal employment: the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period</li> </ul>
	<b>Concerning international comparability</b>	<p>The national legislation influences certainly the proportion of employees without contracts in a country. Individuals may have reluctance to declare that working without a formal contract.</p> <p>As this indicator cannot be calculated with the LFS variables, the international comparison is rather difficult. However, some information can be obtained from the EWCS (question Q7).</p>
<b>Recommended calculation in the EU-LFS</b>		The indicator is not available in the EU-LFS
<b>Further readings</b>		<p>WIEGO, The Informal Economy: Definitions, Theories and Policies, Working Paper No 1, August 2012</p> <p><a href="http://wiego.org/sites/wiego.org/files/publications/files/Chen_WIEGO_WP1.pdf">http://wiego.org/sites/wiego.org/files/publications/files/Chen_WIEGO_WP1.pdf</a></p>



<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4a Security of employment</b>
<b>Name of the indicator</b>	<b>Percentage of employed persons contributing to a pension scheme (4b1)</b>
<b>Description</b>	This indicator is defined as the number of employed persons who are active contributors to an old-age pension scheme given as a percentage of the total number of employed persons.
<b>Formula</b>	$\frac{\text{Number of employed who are active contributors to an old – age pension scheme}}{\text{Total number of employed persons}} * 100$
<b>Recommended data source(s)</b>	<p>Administrative record data from old-age pension schemes often give the most up-to date and comprehensive information to calculate the numerator for this indicator. However, the availability and quality of such data vary across countries, and across schemes within countries. Very often, administrative data trace certain administratively registered events (such as payment of contributions or benefits) rather than the persons behind such events. This may lead to double counting, in particular when aggregating administrative data. For example, a person can be contributing to the same scheme through more than one job, or to more than one scheme covering the same contingency, or be receiving similar types of benefits from more than one source.</p> <p>Data from national household surveys (labour force surveys in particular and household budget surveys) can be used to estimate the numerator provided that persons contributing to an old-age pension scheme can be identified. Household surveys have the advantage of reducing the risk of double counting active contributors since the person is counted and not the contribution record (note that a person may contribute to more than one scheme).</p> <p>Establishment surveys may be used as an alternative source to estimate the numerator only when the information is not available from either administrative records or household surveys. One should bear in mind however that establishment surveys are limited to jobs of employees rather than employed persons, and thus cannot avoid double counting. They can however be used as a benchmark rather than a substitute of labour force survey data. When using establishment survey data, adequate care should be taken to ensure adequate geographic, industry coverage, etc.</p> <p>The source for the denominator will preferably be census data or labour force survey data.</p>
<b>Target population</b>	The target population includes employed persons below the statu-

	<p>tory pensionable age, for example, 15 to 64.</p> <p>The numerator focuses on active contributors who are by definition a sub-group of the affiliated or protected population. Moreover, the numerator is the set of active contributors to a contributory pension scheme or partially contributory pension scheme.</p> <p>For further information, refer to concept definitions provided below and in the glossary. Please see also the Resolution concerning the development of social security statistics, adopted by the 9th International Conference of Labour Statisticians in April-May 1957 and to the Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13th International Conference of Labour Statisticians in October 1982.</p>
<p><b>Variables used for the calculation</b></p>	<p><b>Protected persons or affiliated persons</b> are persons who are insured by the social protection scheme. This includes persons who are active contributors, as well as persons who have not made any contributions or on whose behalf no contributions have been made during the reporting period but who are still protected by the scheme and would benefit should a contingency arise<sup>1</sup> Protected persons have guaranteed benefits but are not necessarily currently recipients of such benefits, e.g. persons who actively contribute to social insurance and are thus guaranteed benefits for a specified contingency.</p> <p><b>Active contributors</b>, a subset of the affiliated or protected population, are insured individuals who have made at least one contribution to the scheme or on whose behalf at least one contribution has been made during the reporting period (e.g. the preceding 12-month period).</p> <p>This indicator considers contributions for entitlement to periodic cash retirement benefits but here this is restricted to old-age contributory basic schemes. Contributors to supplementary schemes in addition to the basic old-age pension scheme, i.e. “second-pillar” schemes, are excluded to avoid double counting.</p> <p><b>Basic schemes</b> are social protection schemes that guarantee a basic level of protection. (By means of comparison, supplementary schemes are social protection schemes that top up cash benefits granted by the basic scheme, or extend the coverage of the basic</p>

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<sup>1</sup> ILO: *ILO Social Security Inquiry 2005 Manual* (Geneva, 2005). Available at: <http://www.socialsecurityextension.org/gimi/gess/RessFileDownload.do?ressourceId=6622>

	<p>scheme.)</p> <p>According to the concept definition, “basic” scheme does not refer to the level of benefits. In particular, it is not to be understood as referring to a minimum level of benefits; it may well be that the benefits provided by a basic scheme are fairly generous. The distinction between basic schemes and supplementary schemes rather reflects the relationship between different types of benefits.</p> <p>The <b>employed</b> persons are defined according to the resolution of the 13<sup>th</sup> ICLS in 1982 (see glossary)</p>
<p><b>Measurement objectives</b></p>	<p>This indicator aims to capture the share of the employed persons that is protected through a contributory pension scheme (with benefits guaranteed but not currently being received). It seeks to avoid double counting active contributors who contribute to more than one scheme.</p> <p>It does not take into account the effective coverage by non contributory pensions which can only be assessed in terms of actual beneficiaries rather than protected persons.</p> <p>This indicator is important in terms of quality of employment as it provides information about the proportion of the employed persons that will receive on old age pension once reaching pensionable age. This right to income security in old age is guaranteed by the prior payment of premiums or contributions, i.e. before the occurrence of the insured contingency. Depending on the country, this prior payment of a premium or contributions concerns persons in employment or a sub- group.</p> <p>Combined with other indicators of security of employment, contribution to social security forms part of the set of criteria suggested to define formal employment.</p>
<p><b>Recommended metadata</b></p>	<p>For this indicator, it is recommended that as a minimum, metadata on the source (type of source, indication of the scheme(s) for which data are collected as well as the scheme(s) which should have been covered but for which data are not available), reference period and geographic coverage be made available.</p>
<p><b>Recommended disaggregation</b></p>	<p>Data for this indicator should be available by sex, age (youth aged 15-24 and adults aged 25-64), status in employment (if social protection covers other groups than employees), and economic activity, including agricultural and non-agricultural activities. They may also be disaggregated by public or private sector activities.</p>

<b>Interpretation guidelines</b>	<b>In general</b>	<p>The scope of this indicator is limited to contributory pension schemes which still represent a large majority of the existing pension schemes. However, some non-contributory schemes now exist, notably in developing countries, covering a larger part of the population than the contributory schemes which are limited to formal economy workers. Hence, the results (levels and changes over time) should be analysed in relation to the contextual information, in particular regarding the type of pension schemes and combination of schemes existing in the country: contributory schemes, provident funds, universal or targeted schemes; defined benefit versus defined contribution schemes; and, private versus public schemes.</p> <p>This indicator of effective coverage should be analysed together with additional information on:</p> <ul style="list-style-type: none"> <li>- the proportion of older persons above retirement age receiving an old age pension. When measuring the extent of effective coverage, a distinction has to be made between coverage measured in terms of protected persons (objective of indicator 4.b1) and coverage measured in terms of actual beneficiaries which takes into account both contributory and non-contributory old age pension schemes;</li> <li>- actual benefit levels for workers and the population (if not available, at least in relation to statutory information on the legal replacement rate); and</li> <li>- information on the statutory provisions concerning eligibility for contributory benefits: groups covered, the minimum contributory period required for being eligible for any periodic benefit (like a partial pension); the minimum contributory period required for a full periodic benefit or pension (possibly different for men and women); and</li> <li>- an estimate of the extent of statutory coverage, i.e. a quantification of the groups covered, according the law, by a contributory pension scheme. In estimating the extent of the statutory coverage, the information on the groups covered by statutory schemes for a given branch in national legislation is used, as well as available statistical information on the number of persons concerned at the national level.</li> </ul>
	<b>In relation to other indicators and context indicators</b>	<ul style="list-style-type: none"> <li>- The proportion of employed persons contributing to an old age pension scheme is usually strongly correlated with the proportion of employees (with a formal employment contract) in total employment which is also correlated with the level of GDP per capita. It is therefore recommended to analyse the indicator together with context indicators, in particular the GDP per capita</li> </ul>

		<p>and the proportion of persons aged 65 and over in employment.</p> <ul style="list-style-type: none"> <li>- Old age pension schemes in some countries cover the labour force. That is, in addition to contributions by employed persons into these schemes, unemployed persons may contribute to an old-age pension scheme, in certain cases, on a voluntary basis. The present indicator which is limited to employed persons should be analysed in combination with a context indicator which covers the groups statutorily covered by old-age pension schemes to assess to what extent unemployed persons or other groups outside employment are also protected.</li> <li>- The indicator should also be analysed together with indicators of the Dimension 2 (Income and benefits from employment, in particular Non-wage pecuniary benefits) and Dimension 4a Security of employment.</li> </ul>
	<p><b>Concerning international comparability</b></p>	<ul style="list-style-type: none"> <li>- Differences in geographic coverage, age coverage, concept definitions should be kept in mind when comparing data across countries for this indicator. Also the time reference periods may differ (e.g. annual average versus a total figure for December) which will affect data comparability across countries.</li> </ul>
<p><b>Recommended calculation in the EU-LFS or other international surveys</b></p>	<p>Information not available from EU-LFS</p>	
<p><b>Further readings</b></p>	<p>CEPAL: Eslabones de la desigualdad Heterogeneidad estructural, empleo y protección social (CEPAL, 2012). Please see: <a href="http://www.eclac.org/publicaciones/xml/2/47382/Eslabones_de_la_desigualdad.pdf">http://www.eclac.org/publicaciones/xml/2/47382/Eslabones_de_la_desigualdad.pdf</a></p> <p>Eurostat: ESSPROS Manual - The European System of integrated Social Protection Statistics (2012 edition). Please see: <a href="http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=31988">http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=31988</a></p> <p>ILO: The Social Security (Minimum Standards) Convention, 1952 (No. 102). Please see: <a href="http://www.ilo.org/ilolex/cgi-lex/convde.pl?C102">http://www.ilo.org/ilolex/cgi-lex/convde.pl?C102</a></p> <p>ILO: Invalidity, Old-age and Survivors' Benefits Recommendation, 1967(No.131). Please see: <a href="http://www.ilo.org/ilolex/cgi-lex/convde.pl?C128">http://www.ilo.org/ilolex/cgi-lex/convde.pl?C128</a></p> <p>ILO: World Social Security Report 2010/11: Providing coverage in times of crisis and beyond. International Labour Office – Geneva: ILO, 2010. Please see: <a href="http://www.social-protec-">http://www.social-protec-</a></p>	

	<p><a href="http://www.ilo.org/gimi/gess/RessShowRessource.do?ressourceld=15263">tion.org/gimi/gess/RessShowRessource.do?ressourceld=15263</a></p> <p>ILO: Decent work indicators: concepts and definitions: ILO manual/ International Labour Office – First edition –Geneva: ILO, 2012. Please see: <a href="http://www.ilo.org/wcmstp5/groups/public/-/dgreports/---stat/documents/publication/wcms_183859.pdf">http://www.ilo.org/wcmstp5/groups/public/-/dgreports/---stat/documents/publication/wcms_183859.pdf</a></p> <p>ILO: Measuring informality: A statistical manual on the informal sector and informal employment, International Labour Office – First edition –Geneva: ILO, 2012. Please see: <a href="http://www.ilo.org/global/statistics-and-databases/WCMS_182299/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/WCMS_182299/lang--en/index.htm</a></p>
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<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4b Social protection</b>
<b>Name of the indicator</b>	<b>Percentage of employees covered by unemployment insurance (4b2)</b>
<b>Description</b>	This indicator is defined as the number of employees that are active contributors to an unemployment insurance scheme given as a percentage of the total number of employees.
<b>Formula</b>	$\frac{\text{Number of employees who are active contributors to an unemployment social insurance scheme}}{\text{Total number of employees}} * 100$
<b>Recommended data source(s)</b>	<p>Administrative record data from unemployment social insurance schemes often give the most up-to-date and comprehensive information to calculate the numerator for this indicator. However, the availability and quality of such data vary across countries, and across schemes within countries, taking into consideration that unemployment insurance mechanisms are still mainly in place in developed countries.</p> <p>Very often, administrative data trace certain administratively registered events (such as payment of contributions or benefits) rather than the persons behind such events. This may lead to double counting, in particular when aggregating administrative data. In the case of unemployment however, this risk of double counting is limited as most countries have a single social insurance scheme. Occasionally, such a scheme is complemented by another scheme, usually non-contributory, to cover unemployed persons who do not qualify for or are no longer entitled to unemployment benefits from the contributory scheme.</p> <p>Data from national household surveys (labour force surveys in particular and household budget surveys) can be used provided that employees contributing to an unemployment insurance scheme can be identified and that the number of persons concerned is sufficient to provide representative results (based on a sample survey).</p> <p>Establishment surveys can possibly be an alternative source, for example data from an employee benefits survey, ensuring an adequate coverage of employees in the survey.</p> <p>The source for the denominator will preferably be census data or labour force survey data.</p>
<b>Target population</b>	The target population for this indicator is the set of working-age employees below the statutory pensionable age, for example, 15 to

	<p>64. If data sources are used that do not provide information on employee age, the full set of data should be used.</p> <p>The scope of the numerator for this indicator is the set of employees contributing to an unemployment insurance scheme that provides entitlement to periodic cash unemployment benefits in case of unemployment. Employees entitled to a lump sum severance payment in place of a periodic (e.g. monthly) cash benefit as income replacement while unemployed are excluded from the numerator.</p> <p>The focus of the indicator is on public unemployment schemes. A parallel indicator could be developed to capture the proportion of employees covered for a lump sum severance payment in countries with providing severance payment in case of unemployment, In such countries, lump sum severance payment in practical terms follows the same basis of calculation regarding period of contributions and salary levels. This parallel indicator should be considered separately given that in the absence of a regular and predictable unemployment benefit, the level of income security provided to the unemployed is far lower.</p> <p>In contributory schemes, entitlement to a benefit is based on contributions from insured persons and/or their employer.</p> <p>The numerator focuses on active contributors who are a sub-group of the affiliated or protected population.</p> <p>The reference population is the total number of employees (either in formal or informal employment). As a number of countries extend the coverage to self-employed, an alternative indicator could consider total employment in both the numerator and the denominator.</p> <p>For further information refer to the Resolution concerning the development of social security statistics, adopted by the 9th International Conference of Labour Statisticians in April-May 1957 and to the Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the 15th International Conference of Labour Statisticians in January 1993.</p>
<p><b>Variables used for the calculation</b></p>	<p><b>Protected persons</b> or <b>affiliated persons</b> are persons who are insured by the social protection scheme. This includes persons who are active contributors, as well as persons who have not made any contributions or on whose behalf no contributions have been made during the reporting period but who are still protected by the scheme and would benefit should a contingency arise. Protected persons have guaranteed benefits but are not necessarily currently recipients of such benefits, e.g. employees who actively contribute to social unemployment insurance and have thus guaranteed ben-</p>



efits for periodic cash benefits in case they become unemployed (involuntarily).

**Active contributors**, a subset of the affiliated or protected population, are insured individuals who have made at least one contribution to the scheme or on whose behalf at least one contribution has been made during the reporting period (e.g. the preceding 12-month period).

As background, the **full range of unemployment benefits** (which include cash benefits (periodic or not) as well as benefits in kind) in a given country may include the following:

- Unemployment cash periodic benefits, which may include full unemployment benefit, partial unemployment benefit, early retirement benefit for labour market reasons and in some cases vocational training allowance which can either be periodic or not depending on countries.
- Redundancy compensation, which is classified as cash non-periodic benefits.
- Unemployment benefits in kind, which refer to mobility and re-settlement, vocational training, placement services and job-search assistance and other benefits in kind.

However, contributions toward the full range of unemployment benefits are not to be considered for estimation of the numerator. The numerator should consider only contributions for entitlement to periodic cash unemployment benefits, i.e. at least full unemployment insurance benefits or early retirement benefit for labour market reasons. In case the scheme provides only entitlement to redundancy compensation benefits in kind, contributors should be excluded from the numerator.

**Full unemployment benefits:** benefits compensating for loss of earnings where a person is capable of working and available for work but is unable to find suitable employment or provide a minimally adequate (or better) income to persons entering or re-entering the labour market as unemployed persons.

**Early retirement for labour market reasons:** periodic payments to older workers who retire before reaching the legal/standard retirement age due to unemployment or to job reduction caused by economic measures such as the restructuring of an industrial sector or of a business. These payments normally cease when the beneficiary becomes entitled to an old age pension.

Data to be considered to calculate the indicator are either the annual average or the total value for December of a given year (especially when using administrative record data). The option re-

		tained for the numerator should be consistent with data used for the denominator.
<b>Measurement objectives</b>		<p>This indicator aims to capture the share of employees protected for the contingency of unemployment through a contributory unemployment scheme. Periodic cash benefits are guaranteed in case the employee becomes unemployed but such benefits are not being received.</p> <p>It does not take into account the effective coverage by non-contributory unemployment schemes or general income support provided through social assistance which can only be assessed in terms of actual beneficiaries (i.e. unemployed who did not work even for one hour during the reference period and received unemployment benefits) rather than protected persons.</p> <p>This indicator is important in terms of quality of employment as it provides information about the proportion of employees entitled to regular periodic cash benefits (as income replacement) in case they become (involuntarily) unemployed. This right to income security in case of unemployment is guaranteed by the prior payment of premiums or contributions, i.e. before the occurrence of the insured contingency.</p> <p>Combined with other indicators of security of employment, the indicator forms part of the set of criteria recommended to define formal employment, in particular in developed countries. Entitlement to lump sum payments can be more appropriate in developing countries, even though the resulting protection level is lower.</p>
<b>Recommended metadata</b>		For this indicator, it is recommended that as a minimum, metadata on the source (type of source, i.e. administrative, labour force survey or establishment survey), name(s) of the scheme(s) for which data are collected, reference period and geographic coverage be made available.
<b>Recommended disaggregation</b>		Data for this indicator should be made available by sex, age (youth aged 15-24 and adults aged 25-64), economic activity and possibly by public or private sector.
<b>Interpretation guidelines</b>	<b>In general</b>	Unemployment social insurance schemes exist in less than 50 percent of countries worldwide. In countries where such a provision is in place, unemployment benefit schemes provide income support, usually over a limited period, to those who face temporary unemployment. The objective is to provide at least partial replacement of labour income to unemployed persons, enabling the beneficiary to maintain a certain standard of living during the transition period until a job is secured.

		<p>The scope of this indicator is limited to active contributors to contributory unemployment schemes which still represent the large majority of unemployment schemes. This indicator of effective coverage should be analyzed together with additional information on:</p> <ul style="list-style-type: none"> <li>- actual benefit levels expressed in nominal monthly terms in local currency or as a proportion of average or median earnings;</li> <li>- the percentage of unemployed (non-working unemployed) receiving unemployment insurance benefits (full unemployment benefits or early retirement benefit for labour market reasons);</li> <li>- information on the statutory provisions concerning eligibility for contributory benefits (such as the minimum contributory period required for being eligible for full unemployment benefits; whether all job loss is acceptable, or those dismissed/fired or those who quit are not eligible. Also specify whether those only available for part-time work are eligible for UI benefits), the maximum duration of entitlement to full unemployment benefits and subsequently the existence and duration of unemployment benefits at a reduced level (i.e. for the long-term unemployed), and the existence of unemployment provisions for youth;</li> <li>- an estimate of the extent of statutory coverage, i.e. the quantification of the groups covered by a contributory unemployment scheme according to national legislation. In estimating the extent of the statutory coverage, the information on the groups covered by statutory schemes for a given branch in national legislation is used, as well as available statistical information on the number of persons concerned at the national level; and</li> <li>- information on the existence of non-contributory unemployment benefits or general social assistance benefits to provide income to the unemployed whose entitlements to contributory unemployment insurance benefits expire or who were not eligible to contributory benefits. Information on qualifying conditions (existence of means-test for example), levels and duration of benefit from these non-contributory schemes should be provided as well.</li> </ul> <p>Finally, it would be important to take into consideration active training, retraining and other active labour market policies to support the integration of unemployed persons into employment.</p>
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	<p><b>In relation to other indicators and context indicators</b></p>	<ul style="list-style-type: none"> <li>- It is important to know the level and percent distribution of employment by status in employment in order to understand the relative importance of employees (the reference population for this indicator) among employed persons in the economy.</li> <li>- The proportion of employees contributing to a social insurance scheme (and notably to unemployment insurance schemes) is usually strongly correlated with the economic cycle and it is therefore recommended to analyse the indicator together with context indicators, in particular the GDP growth.</li> <li>- The indicator should also be analysed together with indicators of Dimension 2 (Income and benefits from employment, in particular Non-wage pecuniary benefits) and Sub-Dimension 4a.</li> </ul>
	<p><b>Concerning international comparability</b></p>	<ul style="list-style-type: none"> <li>- Differences in geographic coverage, age coverage, and concept definitions should be kept in mind when comparing data across countries for this indicator. Also the time reference periods may differ (e.g. annual average versus a total figure for December) which will affect data comparability across countries.</li> </ul>
<p><b>Recommended calculation in the EU-LFS or other international surveys</b></p>	<p>Information not available from EU-LFS</p>	
<p><b>Further readings</b></p>	<p>Eurostat: ESSPROS Manual - The European System of integrated Social Protection Statistics (2012 edition). Please see: <a href="http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=31988">http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=31988</a></p> <p>ILO: The Social Security (Minimum Standards) Convention, 1952 (No. 102). Please see: <a href="http://www.ilo.org/ilolex/cgi-lex/convde.pl?C102">http://www.ilo.org/ilolex/cgi-lex/convde.pl?C102</a></p> <p>ILO: Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168). Please see: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C168">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C168</a></p> <p>ILO: World Social Security Report 2010/11: Providing coverage in times of crisis and beyond. International Labour Office – Geneva: ILO, 2010. Please see: <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=15263">http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=15263</a></p> <p>ILO: Measuring informality: A statistical manual on the informal sector and informal employment, International Labour Office – First edition – Geneva: ILO, 2012. Please see: <a href="http://www.ilo.org/global/statistics-and-">http://www.ilo.org/global/statistics-and-</a></p>	

	databases/WCMS_182299/lang--en/index.htm
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<b>Dimension of the indicator</b>	<b>4 Security of employment and social protection</b> <b>4b Social protection</b>
<b>Name of the indicator</b>	<b>Mean unemployment insurance payment as a percentage of mean earnings (4b3)</b>
<b>Description</b>	This indicator is defined as the mean monthly unemployment benefit level received by beneficiaries expressed as a percentage of mean earnings.
<b>Formula</b>	$\frac{\text{Mean monthly unemployment insurance payment}}{\text{Mean monthly earnings}} * 100$
<b>Recommended data source(s)</b>	<p>Administrative data from unemployment social insurance schemes often give the most up-to date and comprehensive information for the numerator of this indicator. However, the availability and quality of such data vary across countries, and across schemes within countries, taking into consideration that unemployment insurance mechanisms are still mainly in place in developed countries.</p> <p>Data from national household surveys (labour force surveys in particular and household budget surveys) can be used for the numerator provided that unemployed persons who did not work even for one hour during the reference period who are recipients of unemployment social insurance benefits as well of the amount of the benefit received can be identified. The number of unemployed receiving unemployment benefits should be sufficient to provide representative results (based on a sample survey).</p> <p>Regarding the denominator, the preferred sources of data are establishment surveys or labour force surveys that collect information on earnings. In the absence of the above, other household surveys with employment and income data such as household budget surveys or household income surveys can be used. When the data source is an establishment survey or an administrative record, not all jobs will be taken into account and the coverage of the data source is likely to be limited to formal sector establishments. This may give a partial view of the situation, especially in countries where the informal sector is an important source of employment.</p> <p>It is preferable that the numerator and denominator come from the same source, aiming for the best source for data quality, although this may not always be possible.</p>
<b>Target population</b>	The target population for the numerator should be those unemployed persons receiving periodic unemployment cash benefits; the benefits constitute our target variable for the numerator. Moreover, the target population should be unemployed persons of work-

	<p>ing age below the statutory pensionable age, for example, 15 to 64.</p> <p>Regarding the denominator, the mean nominal monthly earnings correspond to those of all employees. See indicator 2a1 <i>Mean nominal monthly / hourly earnings of employees (local currency)</i> for more information.</p> <p>For further information refer to the <i>Resolution concerning the development of social security statistics</i>, adopted by the 9th International Conference of Labour Statisticians (April-May 1957) and the <i>Resolution concerning an integrated system of wages statistics</i> adopted by the 12th International Conference of Labour Statisticians (October 1973).</p>
<p><b>Variables used for the calculation</b></p>	<p>In terms of the numerator, data to be considered are the mean monthly amount of periodic unemployment cash benefit.</p> <p>It is preferable to use the annual average monthly figure when available for both the numerator and denominator. In case a specific month is considered (i.e. December) the same month should ideally be considered as reference period for the numerator and denominator.</p> <p>Both the numerator and denominator should be expressed in local currency in nominal terms. As unemployment benefits are short-term benefits usually received on a monthly basis for a limited number of months (varying according to the duration of unemployment), the time reference period should be at least “monthly” or possibly “weekly” in countries where benefits are weekly.</p> <p>Mean monthly unemployment insurance benefit in local currency in nominal terms refers to only a part of the benefits usually provided through the unemployment social security function.</p> <p>As background, the <b>full range of unemployment benefits</b> (which include cash benefits (periodic or not) as well as benefits in kind) in a given country may include the following:</p> <ul style="list-style-type: none"> <li>- Unemployment cash periodic benefits, which may include full unemployment benefit, partial unemployment benefit, early retirement benefit for labour market reasons and in some cases vocational training allowance which can either be periodic or not depending on countries.</li> <li>- Redundancy compensation, which is classified as cash non-periodic benefits.</li> <li>- Unemployment benefits in kind, which refer to mobility and re-settlement, vocational training, placement services and job-search assistance and other benefits in kind.</li> </ul>

	<p>However, contributions toward the full range of unemployment benefits are not to be considered for estimation of the numerator. The numerator of the present indicator should include only full unemployment insurance cash benefits and early retirement benefit for labour market reasons. In case “partial cash unemployment” benefits are also included, the indicator should ideally provide the disaggregation between full and “partial unemployment” mean benefits to allow greater comparability across countries that do not provide “partial unemployment” benefits.</p> <p>Redundancy compensation as well as benefits received from non-contributory unemployment schemes are excluded in the construction of the numerator of this indicator.</p> <p><b>Full unemployment benefits:</b> benefits compensating for loss of earnings where a person is capable of working and available for work but is unable to find suitable employment or provide a minimally adequate (or better) income to persons entering or re-entering the labour market as unemployed persons.</p> <p><b>Early retirement for labour market reasons:</b> periodic payments to older workers who retire before reaching the legal/standard retirement age due to unemployment or to job reduction caused by economic measures such as the restructuring of an industrial sector or of a business. These payments normally cease when the beneficiary becomes entitled to an old age pension.</p> <p>See indicator 2a1 <i>Mean nominal monthly / hourly earnings of employees (local currency)</i> for information on the denominator.</p>
<p><b>Measurement objectives</b></p>	<p>This indicator aims to capture to what extent unemployment benefit replaces or compensates in whole or in part income lost by a worker due to the loss of gainful employment; replace in whole or in part income lost by an older worker who retires from gainful employment before the legal retirement age because of job reductions for economic reasons, or provide a minimally adequate (or better) income to persons entering or re-entering the labour market as unemployed jobseekers even though such benefits are usually provided through non-contributory schemes (excluded from the scope of this indicator).</p> <p>This indicator focuses on unemployment insurance benefits and does not take into account the usually lower benefit provided by non-contributory unemployment schemes (sometimes provided on a means-tested basis).</p>
<p><b>Recommended metadata</b></p>	<p>For this indicator, it is recommended that as, a minimum, metadata on the source (type of source, i.e. administrative records, labour force survey data, establishment survey data), name(s) of the</p>



		scheme(s) for which data are collected, reference period and geographic coverage are made available.
<b>Recommended disaggregation</b>		Data for this indicator should be available by sex, age (youth aged 15-24 and adults aged 25-64), economic activity and possibly by public or private sector.
<b>Interpretation guidelines</b>	<b>In general</b>	<p>Unemployment social insurance schemes exist in less than 50 percent of the countries worldwide. In countries where such provision is in place, unemployment benefit schemes provide income support, usually over a limited period, to those who face temporary unemployment.</p> <p>The objective is to provide at least partial income replacement, enabling the beneficiary to maintain a certain standard of living during the transition period until a new employment is available.</p> <p>The scope of this indicator is limited to contributory unemployment schemes which still represent the large majority of unemployment schemes. This indicator of effective coverage should be analyzed together with additional information on:</p> <ul style="list-style-type: none"> <li>- the percentage of unemployed receiving unemployment insurance benefits (full unemployment benefits or early retirement benefit for labour market reasons);</li> <li>- the percentage of employees contributing to an unemployment insurance scheme;</li> <li>- information on the statutory provisions concerning the maximum level of benefit provided (formulae expressed usually as a percentage of previous earnings); eligibility for contributory benefits (such as the minimum contributory period required for being eligible for full unemployment benefits); the maximum duration of entitlement to full unemployment benefits and subsequently the existence and duration of unemployment benefits at a reduced level; and, the existence of unemployment provision for the youth;</li> <li>- an estimate of the extent of statutory coverage, i.e. the quantification of the groups covered, according the law, by a contributory unemployment scheme. In estimating the extent of the statutory coverage, the information on the groups covered by statutory schemes for a given branch in national legislation is used, as well as available statistical information on the number of persons concerned at the national level; and</li> <li>- Information on the existence of non contributory unemployment benefits or general social assistance benefits to cover unemployed whose entitlements to contributory unemployment insurance benefits expire or who were not eligible to contributory</li> </ul>

		<p>benefits. Information on the level and duration of benefit and qualifying conditions (existence of means-test for example) from these non-contributory schemes should be provided as well.</p> <p>Finally, it would be important to take into consideration active training, retraining and other active labour market policies to support the integration of the unemployed into employment. It is important to assess how unemployment social insurance benefits contribute to the cost of training or re-training people looking for employment, help unemployed persons meet the cost of travelling or relocating to obtain employment and provide help and relief by providing appropriate goods and services.</p>
	<p><b>In relation to other indicators and context indicators</b></p>	<ul style="list-style-type: none"> <li>- The numerator should also be compared, as a reference, to median earnings as well as to GDP per capita (level and trends).</li> <li>- It would also be useful to consider changes in the numerator vis-à-vis cost-of-living indices or the CPI, since mean or median earnings may not necessarily be keeping pace with such price changes. It may be useful to consider disaggregating the change in unemployment benefits by urban and rural areas and comparing with cost-of-living indices or CPI for urban and rural areas.</li> <li>- And it is important to consider the proportion of employees contributing to a social insurance scheme (and notably to unemployment insurance schemes) as well as the proportion of the total unemployed receiving unemployment insurance benefits while analysing the indicator in terms of adequacy of the benefit.</li> </ul>
	<p><b>Concerning international comparability</b></p>	<ul style="list-style-type: none"> <li>- It is important to bear in mind the existence and extent of non contributory income replacement mechanisms in case of unemployment in the country.</li> <li>- Differences in geographic coverage, population coverage of beneficiaries, and concept definitions should be kept in mind when comparing data across countries for this indicator. Also the time reference period (monthly, quarterly, etc) may differ which will affect data comparability across countries.</li> </ul>
<p><b>Recommended calculation in the EU-LFS or other international surveys</b></p>	<p>Information not available from EU-LFS</p>	
<p><b>Further readings</b></p>	<p>Eurostat: ESSPROS Manual - The European System of integrated Social Protection Statistics (2012 edition). Please see: <a href="http://www.social-protec-">http://www.social-protec-</a></p>	

	<p>tion.org/gimi/gess/RessFileDownload.do?ressourceId=31988</p> <p>ILO: The Social Security (Minimum Standards) Convention, 1952 (No. 102). Please see: <a href="http://www.ilo.org/ilolex/cgi-lex/convde.pl?C102">http://www.ilo.org/ilolex/cgi-lex/convde.pl?C102</a></p> <p>ILO: Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168) . Please see: <a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C168">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C168</a></p> <p>ILO: Resolution concerning the measurement of employment-related income, Adopted by the Sixteenth International Conference of Labour Statisticians (October 1998). Please see: <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087490/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087490/lang--en/index.htm</a></p> <p>ILO: World Social Security Report 2010/11: Providing coverage in times of crisis and beyond. International Labour Office – Geneva: ILO, 2010. Please see: <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=15263">http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=15263</a></p> <p>ILO: Measuring informality: A statistical manual on the informal sector and informal employment, International Labour Office – First edition –Geneva: ILO, 2012. Please see: <a href="http://www.ilo.org/global/statistics-and-databases/WCMS_182299/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/WCMS_182299/lang--en/index.htm</a></p>
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**Draft glossary (to be completed)**

Term	Definition
Accident at work	A discrete occurrence in the course of work which leads to physical or mental harm. The phrase 'in the course of work' means whilst engaged in an occupational activity or during the time spent at work. This includes all accidents on board any means of transport used in the course of work but excludes commuting accidents, i.e., accidents that occur during the journey between home and the workplace. (cf. Commission Regulation (EU) No 349/2011 of 11 April 2011 implementing Regulation (EC) No 1338/2008 of the European Parliament and of the Council on Community statistics on public health and health and safety at work, as regards statistics on accidents at work)
Active contributors	Active contributors are insured individuals who have made at least one contribution or on whose behalf at least one contribution has been made during the reporting period (i.e. the 12 month period). <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">[ILO Social Security Inquiry 2005 Manual; link: http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622 ]</a>
Actual beneficiaries	Individual or household receiving social security benefits at a specific point in time/during a period of time. In most cases, beneficiaries are individuals, yet in others, benefits are paid to households. Old age pension and unemployment benefits are individual benefits. <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">[ILO Social Security Inquiry 2005 Manual; link: http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622 ]</a>
Actual old-age pension beneficiaries	Actual beneficiaries of old age pensions are persons in old age receiving an old age pension benefit. <i>Old age pension benefit</i> refers to cash periodic benefits which can be provided by contributory or non contributory schemes. Old age pension benefits can be either means-tested or not. <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">[ILO Social Security Inquiry 2005 Manual; link: http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622 ]</a>
Actual unemployment benefits beneficiaries	Actual beneficiaries in case of unemployment are defined as unemployed persons receiving unemployment benefits (considering only cash periodic benefits) which can be either from contributory

	or non contributory unemployment schemes.
Basic schemes	<p>These are social protection schemes that guarantee a basic level of protection. This term does not relate to the level of benefits. In particular, this should not to be understood as a minimum level of benefits. [ILO Social Security Inquiry 2005 Manual; link: <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622</a> ]</p>
Child labour	<p>See: 18th International Conference of Labour Statistician (2008): Resolution concerning statistics of child labour, adopted by the 18th International Conference of Labour Statistician (2008); link: <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112458/lang--en/index.htm</a></p> <p>As the measurement framework could be used:</p> <ul style="list-style-type: none"> <li>- the general production boundary as defined in the System of National Accounts (SNA) - the broadest concept, or:</li> <li>- the SNA production boundary - children engaged in any activities falling within the production boundary in the SNA.</li> </ul> <p>For the purpose of statistical measurement, children engaged in child labour include all persons aged 5 to 17 years who, during a specified time period, were engaged in one or more of the following categories of activities (the broadest definition under the general production boundary):</p> <ul style="list-style-type: none"> <li>(a) worst forms of child labour;</li> <li>(b) employment below the minimum age;</li> <li>(c) hazardous unpaid household services.</li> </ul> <p>A schematic presentation of the statistical identification procedure for child labour is provided below:</p> <p>Child labour [ a)+ b) + c) ]</p> <p>a) Work not designated as hazardous:</p> <ol style="list-style-type: none"> <li>1. Children aged 5-11 years in economic activity (in permissible “light work”);</li> <li>2. Children aged 12-14 years in economic activity (who work for 14 or more hours per week, but less than specified threshold), excluding those in “light work”.</li> </ol> <p>b) Worst forms of child labour (5-17 years):</p> <ol style="list-style-type: none"> <li>3. Children employed in designated hazardous industries;</li> <li>4. Children employed in designated hazardous occupations;</li> <li>5. Children employed for long hours;</li> <li>6. Children working under other hazardous conditions.</li> </ol>

	<p>7. Children involved in worst forms of child labour other than hazardous work.</p> <p>c) Hazardous unpaid household services.<sup>1</sup></p> <p>1) This concept is applicable if the “general production boundary” is used as framework for measuring child labour</p>
Child labour – Worst forms of child labour (WFCL)	<p>See: ILO Convention No. 182 on the worst forms of child labour (WFCL); link: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:0:12100:P12100_INSTRUMENT_ID:312327:NO">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:0:12100:P12100_INSTRUMENT_ID:312327:NO</a></p> <p>WFCL = Hazardous work + WFCL other than hazardous work</p> <ul style="list-style-type: none"> <li>- Hazardous work</li> <li>- WFCL other than hazardous work</li> </ul>
Child labour – WFCL other than hazardous work	<p>WFCL other than hazardous work include:</p> <ul style="list-style-type: none"> <li>- All forms of slavery or similar practices, trafficking, debt bondage, serfdom, forced or compulsory labour, forced or compulsory recruitment in armed conflict;</li> <li>- Child prostitution, pornography;</li> <li>- Illicit activities, including the production and trafficking of drugs.</li> </ul> <p>Note: Standardized statistical concepts and definitions for these forms of child labour are not fully developed.</p>
Child labour – Hazardous work by children (as an element of WFCL)	<p>Work which, by its nature or the circumstances is likely to harm the health, safety or morals of children including:</p> <ul style="list-style-type: none"> <li>- Children employed in designated hazardous industries;</li> <li>- Children employed in designated hazardous occupations;</li> <li>- Children working for long hours;</li> <li>- Children working under other hazardous work conditions.</li> </ul>
Child labour – Children employed in designated hazardous industries (as an element of hazardous work)	<p>Hazardous work for children measured in terms of designated hazardous industries for children in countries that have prohibited the engagement of children in specific designated industries, for example, construction and mining and quarrying.</p> <p>Designated hazardous industries for children should be defined in a manner consistent with the national standard classification of industries (activities), and to the extent possible with the latest version of the International Standard Industrial Classification of All Economic Activities (ISIC, rev 4 / NACE rev.2).</p>
Child labour – Children employed in designated hazardous occupations (as an element of haz-	<p>Hazardous work for children measured in terms of designated hazardous occupations which are prohibited by national laws or regulations, where they exist. In addition to the list of occupations prohibited by legislation, designated hazardous occupations for children may be identified on the basis of recommendations from com-</p>

ardous work)	<p>petent consultative bodies, or detailed analysis of the hazard content of occupations.</p> <p>Designated hazardous occupations for children should be defined in a manner consistent with the national standard classification of occupations, and to extent possible with the latest version of the International Standard Classification of Occupations (ISCO 08).</p> <p>Examples of hazardous occupations in some countries: extraction and building trades; metal machinery and related trades; precision handicraft; printing and related trades; machine operators and assemblers; drivers and mobile-plant operators; etc.</p>
Child labour – Children working for long hours (as an element of hazardous work)	<p>According to the Resolution concerning statistics of child labour (Paragraphs 28 and 29) a child is considered to be working long hours of work if the number of hours actually worked at all jobs (including night work) during the reference period is above a specified threshold.</p> <p>The thresholds may be determined in terms of maximum number of hours of work that the national law or regulation sets for children who have reached the minimum working age. Hours actually worked should be defined in accordance with the latest international standards in the topic.</p> <p>In the Report III - Child Labour Statistics - 18th ICLS, paragraph 70 (section 6) and in the Table 6.1. "Measurement of child labour for global comparative purposes: The ILO approach", long hours are defined as "43 or more hours per week" (43-hour threshold). Link: <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_099577.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_099577.pdf</a></p> <p>The 43-hour threshold is mentioned as well in the ILO publication "Global child labour developments: Measuring trends from 2004 to 2008", 2010" with reference to ILO Resolution concerning statistics of child labour (pages 19-20). Link: <a href="http://www.ilo.org/ipec/Informationresources/WCMS_126918/lang-en/index.htm">http://www.ilo.org/ipec/Informationresources/WCMS_126918/lang-en/index.htm</a></p> <p>Paragraph 30 of Child Labour Resolution as well stipulates: A child is considered to be working at night if the work schedule includes hours of work defined as night work prohibited for children under national legislation, where it exists. Alternative statistical definition of night work for children may be formulated on the ILO Night Work Convention No.171 (1990), particularly Article 1(a) and (b).</p>
Child labour – Children engaged in other hazardous	<p>Children not engaged in hazardous industries or occupations, or in long hours of work, but who are exposed nevertheless to some hazardous working conditions not captured by the designated haz-</p>

<p>work conditions (as an element of hazardous work)</p>	<p>arduous industries or occupations, or by long hours of work: work performed in an unhealthy environment, involving unsafe equipment or heavy loads; in a dangerous work location which exposes children to abuse etc.</p> <p>Examples: carrying heavy loads; operating heavy equipment or machinery, dangerous tools; temperatures, loud noise or vibrations; exposure to physical, psychological or sexual abuse; other difficult conditions.</p>
<p>Child labour – Employment below the minimum age</p>	<p>Employment below the minimum age includes any work that is carried out by a child who is below the minimum age specified for the kind of work performed.</p> <p>According to the ILO Minimum Age Convention, 1973 No. 138 “the minimum age for admission to employment or work should not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years” (Article 2).</p> <p>According to the Article 7 of Convention No. 138, national laws or regulations may permit the work of persons as from 13 years of age (or 12 years in countries that have specified the general minimum working age of 14 years) in light work which is: (a) not likely to be harmful to their health or development; and (b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competence authority, or their capacity to benefit from the instruction received.</p> <p>In determining the hours threshold for permissible light work, national statistical offices should take into consideration the stipulation set forth in national legislation, or, in their absence, use a cut-off point of 14 hours during the reference week, below which work can be considered permissible light work.</p>
<p>Child labour – Hazardous unpaid household services</p>	<p>The concept of unpaid household services, as an element of child labour, is applicable where the general production boundary is used as the measurement framework.</p> <p>Unpaid household services by children are those performed in the child’s own household that involve the production of domestic and personal services by a household member for consumption within their own household, commonly called “household chores”.</p> <p>See: United Nations, System of National Accounts 2008 (SNA 2008), link: <a href="http://unstats.un.org/unsd/nationalaccount/sna2008.asp">http://unstats.un.org/unsd/nationalaccount/sna2008.asp</a></p> <p>Unpaid household services include: (a) housekeeping activities such as cleaning, decorating, preparing and serving meals; (b) caring for children, invalids or old people in the home; and (c) making small repairs in one’s house.</p>



	<p>Hazardous unpaid household services which are performed: (a) for long hours; (b) in an unhealthy environment, involving unsafe equipment or heavy loads; (c) in dangerous locations, and so on.</p> <p>According to the Resolution concerning statistics of child labour (18th ICLS, 2008) a child may be considered to be in child labour when the total number of hours worked in employment and unpaid household services exceeds the thresholds that may be set for national statistical purpose.</p> <p>In the Report III - Child Labour Statistics - 18th ICLS, paragraph 81 (section 7.2.) the following is mentioned: "...UNICEF has applied a work-time threshold of 28 hours per week spent in performing household chores, in excess of which the work is considered to be "child labour under its Multiple Indicator Cluster Survey (MIS) programme (see: <a href="http://www.childinfo.org">www.childinfo.org</a>)".</p>
Contributory schemes	<p>Contributory schemes are social protection schemes that require the payment of contributions, by the protected persons or by other parties on their behalf, in order to secure individual entitlement to benefits. In contributory schemes, entitlement to a benefit is based on contributions from insured persons and/or their employer.</p> <p>By convention, all non-autonomous schemes that employers run in favour of their employees, former employees and their dependants are classified as contributory schemes.</p> <p>[<a href="#">ESSPROS Manual</a>; link: <a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-RA-12-014">http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-RA-12-014</a> ]</p>
Coverage by social security benefits	<p>When measuring coverage a distinction is made between <i>legal coverage</i> (or <i>statutory coverage</i>) and <i>effective coverage</i>. Measurements of effective coverage should reflect how in reality the legal provisions are implemented.</p> <p>When measuring effective extent of coverage a distinction also has to be made between coverage measured in terms of <i>protected persons</i> (those who have benefits guaranteed but are not necessarily currently recipients of such benefits); and coverage measured in terms of <i>actual beneficiaries</i>. [<a href="#">World social security report, ILO 2010</a>, p.23; link.: <a href="http://www.social-protection.org/qimi/qess/RessFileDownload.do?ressourceId=15263">http://www.social-protection.org/qimi/qess/RessFileDownload.do?ressourceId=15263</a> ]</p>
Earnings	<p>The concept of earnings, as applied in wages statistics, relates to remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remu-</p>

	<p>neration for time not worked, such as for annual vacation, other paid leave or holidays.</p> <p>Earnings exclude employers' contributions in respect of their employees paid to social security and pension schemes and also the benefits received by employees under these schemes. Earnings also exclude severance and termination pay.</p> <p>For more information, see the <i>Resolution concerning an integrated system of wages statistics</i>, adopted by the Twelfth International Conference of Labour Statisticians; web link: <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087496.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087496.pdf</a></p>
Employed persons	<p>All persons above a specified age who during a brief reference period, either one week or one day, were in the following categories:</p> <ul style="list-style-type: none"> <li>• in paid employment, either at work or with a job but not at work</li> <li>• in self employment, either at work or with an enterprise but not at work.</li> </ul> <p>For more information see: the <i>Resolution concerning statistics of the economically active population, employment, unemployment and underemployment</i>, adopted by the Thirteenth International Conference of Labour Statisticians (1982); link: <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087481.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087481.pdf</a></p> <p><b>Note:</b> <i>The 19th International Conference of Labour Statisticians has been convened by the Governing Body of the International Labour Office to take place on 2-11 October 2013 in Geneva, Switzerland. The Conference will consider for adoption revised draft standards of labour force and work statistics, including a set of measures of labour underutilization to supplement the unemployment rate. If adopted, the revised statistical standards will update the resolution of statistics of the economically active population, employment, unemployment and underemployment adopted by the 13th ICLS (1982), and related guidelines.</i></p>
Employees	<p>Employees are all those workers who hold the type of job defined as "paid employment jobs". (Please see definition below on paid employment jobs.)</p> <p>For more information, see the <i>Resolution concerning the International Classification of Status in Employment (ICSE)</i>, adopted by the Fifteenth International Conference of Labour Statisticians (January 1993); link: <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---</a></p>

	<a href="http://stat/documents/normativeinstrument/wcms_087562.pdf">stat/documents/normativeinstrument/wcms_087562.pdf</a>
<p>Employees with fixed-term contracts</p>	<p>According to the Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (January 1993) Employees are all those workers who hold the type of job defined as "paid employment jobs" (see below).</p> <p>Employees with stable contracts are those "employees" who have had, and continue to have, an explicit (written or oral) or implicit contract of employment, or a succession of such contracts, with the same employer on a continuous basis. "On a continuous basis" implies a period of employment which is longer than a specified minimum determined according to national circumstances. (If interruptions are allowed in this minimum period, their maximum duration should also be determined according to national circumstances).</p> <p>Regular employees are those 'employees with stable contracts' for whom the employing organization is responsible for payment of relevant taxes and social security contributions and/or where the contractual relationship is subject to national labour legislation.</p> <p>Regular employees with fixed-term contracts are "regular employees" whose contract of employment specifies a particular date of termination.</p> <p>For more information, see:</p> <p><a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087562/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087562/lang--en/index.htm</a></p> <p>In the majority of countries, most jobs are based on written work contracts. In some countries, however, contracts of this type are concluded only in specific cases (e.g. for public-sector jobs, apprentices or other trainees within an enterprise). Given these institutional discrepancies, the concepts of 'temporary employment' and 'work contract of limited duration' (or 'permanent employment' and 'work contract of unlimited duration') describe situations which, in different institutional contexts, may be considered similar. Employees with a limited duration job/contract are employees whose main job will terminate either after a period fixed in advance, or after a period not known in advance, but nevertheless defined by objective criteria, such as the completion of an assignment or the period of absence of an employee temporarily replaced.</p> <p><a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/definitions">http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/definitions</a></p>

Evening work	<p>In LSF 'usually' work in the evening is defined as working in the evening at least half of the days worked in a reference period of four weeks preceding the end of the reference week. The definitions of evening vary considerably among countries so that it is not easy to establish a strictly common basis for all Member States. Generally, evening work must be considered to be work done after the usual hours of working time in this Member State, but before the usual sleeping hours. It should include hours between 6 p.m. and midnight. As foreseen by directive 2003/88/EC, the definition of usual sleeping hours can vary by country but, in any case, it should include hours between midnight and 5 a.m.</p>
Fatal occupational injury	<p>An injury caused by an accident at work which leads to the death of a victim within one year of the accident.</p>
Forced labour (the legal definition)	<p>The ILO Forced Labour Convention, 1930 (No. 29) (<a href="http://www.ilo.org/dyn/normlex/fr/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO">http://www.ilo.org/dyn/normlex/fr/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO</a>) defines forced or compulsory labour as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” (Article 2(1)).</p> <p>The ILO supervisory bodies have identified three key elements of this definition:</p> <p>All work or service includes all types of work, service and employment, in any industry, sector or occupation. The Convention therefore applies to all workers in the public and private sectors, including migrant workers, domestic workers and workers in the informal economy.</p> <p>Menace of any penalty covers a wide range of penalties, including both penal sanctions and various forms of direct or indirect coercion, such as physical violence, psychological threats, retention of identity documents or the non-payment of wages. The penalty may also take the form of a loss of rights or privileges.</p> <p>Voluntary offer refers to the free and informed consent of workers to enter into an employment relationship and to their freedom to leave the employment at any time, with reasonable notice in accordance with national law or collective agreements.</p> <p>The Convention applies to “any person”, including adults and children, and to all possible forms of forced labour, including slavery and slavery-like practices, debt bondage and trafficking in persons.</p>
Forced labour (operational definition)	<p>The ILO Survey guidelines to estimate forced labour of adults and children, “Hard to see, harder to count”, establish operational definitions which break down the legal definitions into elements that</p>

	<p>can subsequently be measured:</p> <p>Forced labour of adults is defined as “work for which a person has not offered him or herself voluntarily (concept of “involuntariness”) and which is performed under the menace of any penalty (concept of “coercion”) applied by an employer or a third party to the worker. The forced labour may take place during the worker’s recruitment process to force him or her to accept the job or, once the person is working, to force him/her to do tasks which were not part of what was agreed at the time of recruitment or to prevent him/her from leaving the job”.</p> <p>Link:  <a href="http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_182096/lang--en/index.htm">http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_182096/lang--en/index.htm</a></p> <p>In terms of measuring forced labour, two criteria are applied:  (a) involuntariness/deception, and (b) penalty and coercion.</p> <p>Thus, the main mechanisms of forced labour are:</p> <ul style="list-style-type: none"> <li>(ii) forms of involuntariness and</li> <li>(iii) forms of coercion employed.</li> </ul> <p>The assessment of a forced labour situation requires the presence of the criteria of both involuntariness and coercion/penalty.</p> <p>The operational definition of forced labour can be split into three principal dimensions:</p> <ul style="list-style-type: none"> <li>- Unfree recruitment;</li> <li>- Work and life under duress;</li> <li>- Impossibility to leaving an employer.</li> </ul> <p>Each of these three dimensions includes the presence of a Penalty or menace of penalty.</p>
Job tenure	Job tenure typically measures the length of time employed persons have been in their current job (self-employed workers) or with their current employer (employees), on a continuous basis (excluding vacations).
Migrant workers	The ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), defines a migrant worker as “a person who has migrated from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant worker”.
Forced labour among migrants	Forced labour of migrant workers involves the same three elements described above (Unfree recruitment; Work and life under duress; Impossibility to leaving an employer) applied to migrant workers.

Full-time work arrangements	<p>Full-time work arrangements should be defined according to national circumstances. As working-time patterns differ by economic activity and occupation, the self-reported responses given for example in a labour force survey are considered the most appropriate.</p> <p>This approach also takes into account ILO Convention No. 175, that defines the term “part-time worker” as an employed person whose normal hours of work are fewer than those of comparable full-time workers.</p> <p>For more information, please see C175 - Part-Time Work Convention, 1994 (No. 175), Convention concerning Part-Time Work (Entry into force: 28 Feb 1998):</p> <p><a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C175">http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C175</a></p>
Full-time employment	Full-time employment encompasses those employed persons in full-time work arrangements.
Hazardous economic activities and occupations	Economic activities and occupations defined as hazardous according to national law or regulation.
Hours usually worked	<p>Hours usually worked is the typical value of hours actually worked in a job per short reference period such as one week, over a long observation period of a month, quarter, season or year that comprises the short reference measurement period used. Hours usually worked applies to all types of jobs (within and beyond the SNA production boundary).</p> <p>For more information see: the <i>Resolution concerning the measurement of working time</i>, adopted by the 18th International Conference of Labour Statisticians, (2008); link:</p> <p><a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112455/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112455/lang--en/index.htm</a></p>
Informal Employment	All employment that are –in law or in practice- not covered or insufficient covered by formal agreements or guarantees comprising two components: (i) employment in the informal sector as defined by the 15th ICLS Resolution and (ii) informal employment outside the informal sector.
Informal Sector	Unincorporated economic units of the household sector engaged in market oriented production of goods or services with the primary objective of generating employment and incomes to the persons concerned. These units typically operate at a low level of organisa-

	<p>tion, with little or not division between labour and capital as factor of production and on small scale. Labour relations –where they exists- are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees. Comprises i) enterprises of own account workers and ii) enterprises of micro-employers.</p>
Insurance scheme	<p>Insurance schemes, in the context of social security, refer to schemes that guarantee protection through an insurance mechanism. Insurance is based on: (1) the prior payment of premiums or contributions, i.e. before the occurrence of the insured contingency; (2) risk sharing or “pooling”; and (3) the notion of a guarantee. The premiums paid by (or for) insured persons are pooled together and the resulting fund is used to cover the expenses exclusively incurred by those persons affected by the occurrence of the relevant and clearly defined contingency or contingencies. It is common that contributory schemes make use of an insurance vehicle (usually social insurance), but the reverse is not necessarily true (national provident funds, for example, do not generally feature risk-pooling). <a href="#">[World social security report, ILO 2010, p.15; link:  http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=15263]</a></p>
Labour Force	<p>The <b>economically active population</b> comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services as defined by the United Nations systems of national accounts and balances during a specified time-reference period. There are two useful measures of the economically active population:</p> <ul style="list-style-type: none"> <li>• <b>currently active population or labour force:</b> measured in relation to a short reference period such as one week or one day</li> <li>• <b>usually active population:</b> measured in relation to a long reference period such as a year</li> </ul> <p>(For more information, see the Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the Thirteenth International Conference of Labour Statisticians, 1982.) Web link: <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087481.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087481.pdf</a></p> <p><b>Note:</b> <i>The 19th International Conference of Labour Statisticians has been convened by the Governing Body of the International Labour Office to take place on 2-11 October 2013 in Geneva, Swit-</i></p>

	<p>zerland. The Conference will consider for adoption revised draft standards of labour force and work statistics, including a set of measures of labour underutilization to supplement the unemployment rate. If adopted, the revised statistical standards will update the resolution of statistics of the economically active population, employment, unemployment and underemployment adopted by the 13th ICLS (1982), and related guidelines.</p>
<p>Legal (or statutory) coverage by social security benefit</p>	<p>Estimates of the extent of legal coverage use both information on the groups covered by statutory schemes for a given branch in national legislation, and available statistical information quantifying the number of persons concerned at the national level. The legal extent of coverage rate for a given branch of social security is the ratio between the estimated number of people legally covered and – as appropriate – the total number of employees (that is, wage and salary workers), the total number of employed persons (including employees and the self-employed), the total number of persons in the labour force (including or not including their dependants), or the total population.</p> <p><a href="http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=15263">World social security report, ILO 2010</a>, pp.22-23; link: <a href="http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=15263">http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=15263</a> ]</p>
<p>Maternity/ paternity leave benefits</p>	<p>Maternity benefits are paid to a working woman who goes on maternity leave. The maternity benefits are designed to compensate the new mother for the loss of her salary or income during the time she is not working, due to the pregnancy and birth. A father is entitled to replace his spouse during part of the maternity leave and to receive a paternity benefits as prescribed by law.</p>
<p>Means-tested benefits</p>	<p>Benefits that are granted only upon proof of need. Different types of income or assets, such as capital, earnings, benefits and other payments may be taken into account in the aggregate for the purpose of determining whether the applicants are eligible for benefit at all and the amount of benefit which will be granted. <a href="#">ILO Social Security Inquiry 2005 Manual</a>; link: <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622</a> ]</p>
<p>Night work</p>	<p>According to the Night Work Convention, 1990 (No. 171), night work means all work which is performed during a period of not less than seven consecutive hours, including the interval from midnight to 5 a.m., to be determined by the competent authority after consulting the most representative organisations of employers and</p>



	<p>workers or by collective agreements. The term night worker means an employed person whose work requires performance of a substantial number of hours of night work which exceeds a specified limit. This limit shall be fixed by the competent authority after consulting the most representative organisations of employers and workers or by collective agreements.</p> <p>In the EU-LSF 'usually' work at night is defined as working at night at least half of the days worked in a reference period of four weeks preceding the end of the reference week.</p> <p>The definitions of night vary considerably among countries so that it is not easy to establish a strictly common basis for all Member States. Generally, night work must be generally considered to be work done during the usual sleeping hours. As foreseen by directive 2003/88/EC, the definition of usual sleeping hours can vary by country but, in any case, it should include hours between midnight and 5 a.m.</p>
Non-contributory schemes	<p>Non-contributory schemes are social protection schemes in which eligibility to benefits is not conditional on the payment of contributions by the protected persons or by other parties on their behalf.</p> <p>Many non-contributory schemes give benefits only after a means-test. Non-contributory schemes which do not require a means-test include national health services and family allowance schemes instituted in several countries[<a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-RA-12-014">ESSPROS Manual</a>; link: <a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-RA-12-014">http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-RA-12-014</a> ]</p>
Nonfatal occupational injury with lost workdays	<p>A nonfatal injury caused by an accident at work resulting in absence from work.</p>
Occupation	<p>According to the Resolution Concerning Updating the International Standard Classification of Occupations, endorsed by the 17<sup>th</sup> International Conference of Labour Statisticians in 2003, and occupation is defined as a set of jobs whose main tasks and duties are characterised by a high degree of similarity. A person may be associated with an occupation through the main job currently held, a second job or a job previously held. A job is a set of tasks and duties performed, or meant to be performed, by one person, including for an employer or in self employment. Jobs are classified by occupation with respect to the type of work performed, or to be performed. The basic criteria used to define the system of major, sub-major, minor and unit groups are the "skill level" and "skill specialization" required to competently perform the tasks and duties of the occupations.</p>

	<p>The International Standard Classification of Occupations 2008 (ISCO-08) is a tool for organizing jobs into a clearly defined set of groups according to the <a href="#">tasks</a> and duties undertaken in the job. The ISCO-08 divides jobs into 10 major groups. Each major group is further organized into sub-major, minor and unit groups. The basic criteria used to define the system are the skill level and specialization required to competently perform the tasks and duties of the occupations.</p> <p>See <a href="http://www.ilo.org/public/english/bureau/stat/isco/isco08/">http://www.ilo.org/public/english/bureau/stat/isco/isco08/</a></p>
Paid employment jobs	<p>These are jobs where the incumbents hold explicit (written or oral) or implicit employment contracts which give them a basic remuneration which is not directly dependent upon the revenue of the unit for which they work (this unit can be a corporation, a non-profit institution, a government unit or a household). Some or all of the tools, capital equipment, information systems and/or premises used by the incumbents may be owned by others, and the incumbents may work under direct supervision of, or according to strict guidelines set by the owner(s) or persons in the owners' employment. (Persons in 'paid employment jobs' are typically remunerated by wages and salaries, but may be paid by commission from sales, by piece-rates, bonuses or in-kind payments such as food, housing or training.)</p> <p>For more information, see the <i>Resolution concerning the International Classification of Status in Employment (ICSE)</i>, adopted by the Fifteenth International Conference of Labour Statisticians (January 1993); link:<a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf</a></p>
Partially contributory schemes	<p>Partially contributory schemes refer to social security schemes of mixed character, that is, they are characterized as both contributory and non-contributory types.</p> <p>Many social security schemes described as being of a contributory type are in actual fact of mixed character, with some non-contributory elements in entitlements to benefits; this allows for a more equitable distribution of benefits, particularly for those with low incomes and short or broken work careers, among others. These non-contributory elements take various forms, being financed either by other contributors (redistribution within the scheme) or by the State. [<a href="#">World social security report, ILO 2010</a>, p.15; link: <a href="http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=15263">http://www.social-protection.org/gimi/gess/RessFileDownload.do?ressourceId=15263</a>]</p>

Part-time work arrangements	<p>A voluntary or involuntary reduction of hours or a job that reduces contractual hours or hours usually worked, which are less than those of comparable full-time work (in the same industry or occupation) (recognized in the Part-Time Work Convention, 1994 (No. 175)).</p> <p>For more information, see the Annex of the <i>Resolution concerning the measurement of working time</i>, adopted by the 18th International Conference of Labour Statisticians, (2008); link: <a href="http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112455/lang--en/index.htm">http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112455/lang--en/index.htm</a></p>
Part-time employment	<i>Part-time employment</i> : those employed persons in part-time work arrangements.
Protected or affiliated persons	<p>Persons who are insured with a social security scheme. This includes persons who are active contributors and persons who have not made any contributions or on whose behalf no contributions have been made during the reporting period but who are still protected by the scheme and would give rise to a benefit should a contingency arise. [ILO Social Security Inquiry 2005 Manual; link:<a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622</a> ]</p>
Significant levels of stress related to the job (self-reported)	Experiencing stress in one's work always or most of the time.
Social insurance scheme	<p>Social insurance schemes are a sub-category of contributory schemes. It should be noted that social insurance is distinguished in strict technical terms in that the risk-pooling is based on the principle of solidarity, as against insurance arrangements of a more familiar, commercial type, based on individually calculated risk premiums.</p>
Status in employment	<p>The International Classification by Status in Employment (ICSE-93) defines groups in the classification with reference to the distinction between "paid employment" jobs on the one hand and self-employment jobs on the other. Groups are defined according to one or more aspects of the economic risk and/or the type of authority which the explicit or implicit employment contract gives the incumbents or to which it subjects them. The ICSE-93 consists of the following groups: (1) Employees, (2) Employers, (3) Own-account workers (4) Members of producers' cooperatives, (5) Contributing</p>

	<p>family workers and (6) Workers not classifiable by status.</p> <p>For more information, see the <i>Resolution concerning the International Classification of Status in Employment (ICSE)</i>, adopted by the Fifteenth International Conference of Labour Statisticians (January 1993); ; web link:</p> <p><a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf</a></p>
Supplementary schemes	<p>Social protection schemes that top up cash benefits granted by the basic scheme, or extend the coverage of the basic scheme, or replace the basic scheme where conditions for entitlement to the basic scheme are not fulfilled. [<a href="#">ILO Social Security Inquiry 2005 Manual</a> ; link: <a href="http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622">http://www.social-protection.org/gimi/gess/RessShowRessource.do?ressourceId=6622</a> ]</p>
Total duration of temporary job or work contract of limited duration	<p>This refers to the total of the time already elapsed plus the time remaining until the end of the contract.</p> <p><a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/definitions">http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/definitions</a></p>
Unemployment benefits	<p><i>Full unemployment benefits:</i> benefits compensating for loss of earnings where a person is capable of working and available for work but is unable to find suitable employment or provide a minimally adequate (or better) income to persons entering or re-entering the labour market as unemployed persons.</p> <p><i>Partial unemployment benefits:</i> benefits compensating for the loss of wage or salary due to formal short-time working arrangements, and/or intermittent work schedules, irrespective of their cause (business recession or slow-down, breakdown of equipment, climatic conditions, accidents and so on), and where the employer/employee relationship continues.</p> <p><i>Early retirement for labour market reasons:</i> periodic payments to older workers who retire before reaching the legal/standard retirement age due to unemployment or to job reduction caused by economic measures such as the restructuring of an industrial sector or of a business. These payments normally cease when the beneficiary becomes entitled to an old age pension.</p> <p><i>Unemployment benefits for unemployed not entitled to unemployment insurance benefits:</i> In a number of countries, if the beneficiary is still unemployed after entitlements to contributory unemployment insurance benefits expire, there exist additional unemployment assistance schemes which continue to pay certain benefits (sometimes means-tested) to those in long-term unemployment. Income</p>

	<p>support to the long-term unemployed and their families is often taken over by general means-tested social assistance schemes.</p>
Unemployed persons	<p>The unemployed comprise all persons above a specified age who during the reference period were:</p> <ul style="list-style-type: none"> <li>(1) Without work</li> <li>(2) Currently available for work <ul style="list-style-type: none"> <li>– Available for paid employment or self-employment during the reference period, and</li> </ul> </li> <li>(3) Seeking work <ul style="list-style-type: none"> <li>– Specific steps taken in a specified recent period to seek paid employment or self-employment during the reference period.</li> </ul> </li> </ul> <p>For more information, see the <i>Resolution concerning statistics of the economically active population, employment, unemployment and underemployment</i>, adopted by the Thirteenth International Conference of Labour Statisticians, 1982; Web link: <a href="http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087481.pdf">http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087481.pdf</a></p> <p><b>Note:</b> <i>The 19th International Conference of Labour Statisticians has been convened by the Governing Body of the International Labour Office to take place on 2-11 October 2013 in Geneva, Switzerland. The Conference will consider for adoption revised draft standards of labour force and work statistics, including a set of measures of labour underutilization to supplement the unemployment rate. If adopted, the revised statistical standards will update the resolution of statistics of the economically active population, employment, unemployment and underemployment adopted by the 13th ICLS (1982), and related guidelines.</i></p>
Weekend work	<p>Weekend work is any work occurring during normal days of rest. While in Western countries the weekend commonly refers to rest days on Saturday and/or Sunday, this is not the case in all countries because of different religions, traditions and customs. For example, in most Arab countries, the traditional weekly rest day is on Friday. As far as weekend work is allowed, it is generally compensated with extra or ‘premium’ payments in addition to the normal wage.</p> <p>‘Usually’ is defined as working at least two days on the weekend in a reference period of four weeks preceding the end of the reference week.</p> <p>The minimum number of hours worked on the weekend – if it is required in the questionnaire – should be mentioned in the metadata-</p>

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