



Main results of the meeting

Thomas Körner, Federal Statistical
Office Germany



General results

- Indicator framework increasingly relevant
 - Stiglitz-Sen-Fitoussi report and OECD work on progress in society
 - Decent work indicators
 - Europe 2020
- Rich experiences available
 - Country reports available for 11+ countries
 - Indicators translated into many languages
 - Analyses and publications from EWCS
 - National publications e.g. in CH and DE



General results ctd.

- Clarifications of concept paper needed
 - What is and what is not a “framework”
 - Be clearer about level of analysis (micro – meso – macro)
 - Be clearer about perspective adopted (employed persons point of view, not employer or society; but overlap)
 - Limitations
 - No international standard
 - International comparisons problematic



General results ctd.

- Context information should supplement the indicators (e.g. employment opportunities)
- More detailed information of indicators needed
 - Preferred data sources
 - Operational definitions
 - Analysis and interpretation
 - Limitations of the indicators



General results ctd.

- Consider the requirements of non-EU countries
- Adaptations to national circumstances are vital
 - Supplementary indicators
 - Omission of indicators not considered sufficiently relevant



Dimension 1 “Safety and ethics of employment”

- Safety at work
 - Well established indicators on accidents
 - How to define „hazardous“ work?
 - Operationalisation of „stress“ is crucial
- Child labour
 - Not deemed an issue in many countries
 - Important in other countries
 - Rather a subcategory of fair treatment?



Dimension 1 „Safety and ethics of employment“ ctd.


- Fair treatment
 - Meta dimension relevant to all indicators
 - Risk to create a „mess of information“
 - Definitions of few exemplary indicators as possible solutions, e.g.
 - Gender pay gap
 - Share of women in managerial positions
 - Occupational segregation



Dimension 2 „Income and benefits from employment“

○ Income

- Appropriate breakdowns essential
 - Full-time vs. part-time work
 - Standard vs. non-standard work
 - Socio-demographic sub-groups
- Interpretation requires recontextualisation (e.g. effects of financial market crisis)
- Data sources not evident (at least within ESS)



Dimension 2 „Income and benefits from employment“ ctd.

- Benefits from employment
 - Entitlement to be supplemented by actual use
 - Supplemental medical insurance plan needs further specification



Dimension 3 „Working hours and balancing work and non-working life“

- Rich experience and data available
- Suitable as a „pilot dimension“
- Working hours
 - Important to distinguish full-time and part-time workers
 - Average working hours problematic
 - Refer to usual rather than actual hours
 - „Involuntary“ part-time needs harmonisation



Dimension 3 „Working hours and balancing work and non-working life“

- Working time arrangements
 - How to define „night work“ etc.?
 - More data need on flexible work schedules
- Balancing work and non-working life
 - Indicators need refinement
 - Reconsider treatment of persons on extended leave & (unintended) effects of family leave benefits
 - Commuting time essential (but data availability needs improvement)



Dimension 4 „Security of employment and social protection“

- Security of employment
 - Well established indicators
 - Distinguish job tenure and duration of contract (temporary employment)
 - Supplement by perceived job security
 - Self-employed without employees important
 - Consider including combined risks
 - Consider indicator on temporary employment agency workers



Dimension 4 „Security of employment and social protection“ ctd.

- Security of employment ctd.
 - Develop transition indicators temporary → permanent employment
 - Contextualisation is important
- Social protection
 - Large impact of national institutions
 - Indicators should be refined
 - Relevance of social protection expenditure as share of GDP limited



Dimension 5 „Social dialogue“

- Further developments needed
- Big impact of national context
 - Legal framework of labour relations
 - Cultural differences (e.g. strikes)



Dimension 6 „Skills development and training“

- Some information available from LFS, but further development needed
- Over-/ underqualification should be refined
- Complement by self-perception of respondents
- Breakdown by groups of employees



Dimension 6 „Skills development and training“ ctd.

- Topics not yet covered
 - Informal training
 - Length and applicability of training
 - Workplace involvement (EWCS)



Dimension 7 „Workplace relationships and work motivation“

- Least developed dimension, but growing importance in the context of SSF commission
- Promising experiences in several countries (IT, NL, FI etc.) and EWCS
- Measurement issues, e.g.
 - Influence of rating scales
 - Proxy answering in LFS
- Information on time pressure missing



How to proceed – Proposal of the steering committee

- Three main tasks
 - Revision of the concept paper
 - Review the list of indicators
 - Develop guidelines for the computation and use of the indicators
- Step-wise approach
 - Start with straightforward dimensions (e.g. 3, 4)
 - Tackle the others in a second step



How to proceed – Proposal of the steering committee ctd.

- Creation of an expert group
 - Participants from international organisations and countries, supported by UNECE
 - Division of the work based on a common template
 - Peer reviews and expert group meetings
 - Discussion of proposed guidelines with all countries interested



Thank you!
