

IMPLEMENTATION OF THE INDICATOR FRAMEWORK

Experiences from Germany

**Meeting on Measuring Quality of Employment,
Geneva, 31 October – 2 November 2011**

Implementation activities of the framework in Germany

Country report Germany (UNECE report)

Indicator report “Quality of work – Earning money and what else counts”

Further papers

- **Overviews of the framework in German language (Körner/Puch/Wingerter 2010; Körner/Puch 2011)**
- **Quality of employment and quality of life (Stiglitz-Sen-Fitoussi commission; Körner 2010)**
- **Quality of employment and international comparability (Puch 2011)**
- **Quality of employment and non-standard employment (Körner 2011)**

Indicator report

QUALITY OF EMPLOYMENT

Earning money and what else counts



Federal Statistical Office of Germany

Indicator report - objectives



- Target group: general public
- Overview: the framework and all aspects of QoE
- 70 pages – 1 indicator per double page
- Photographs & figures
- Information on trends and selected breakdowns
- Selection necessary: 30/50 indicators

Presenting the framework

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Example of an indicator

Dimension 2: Income and benefits from employment

2.2

Low-wage rate

The low-wage rate shows the proportion of employees whose earnings are by two thirds below the median income of all employees.

The decisive criterion for an income to be classified as low income is the difference from the general wage level. This refers to gross hourly earnings.

Persons employed in agriculture, in public service and in establishments with up to ten persons employed are not included in the calculations. Also, only those persons were covered who were aged between 15 and 64 years and were not undergoing education or training.

Low wage starting at Euro 9.85

In 2006, the low-wage threshold was gross earnings of Euro 9.85 per hour. Lower hourly earnings were classified as low wage.

Low wage for one in five employees

In 2006, 20% of the employees got low wages. Hence one in five earned less than

Euro 9.85 per hour in gross terms. With 35% of the persons employed in the new Länder receiving low wages, low wages were much more widespread there than in the former territory of the Federal Republic, where the percentage was just 17%.

Female, young, working in accommodation and food service activities

Low wages were quite unevenly distributed across groups of the society and economic branches. In 2006, 27% of the women got low wages, compared with 14% of the men.

One of the main reasons is that women work much more frequently part-time or in marginal employment and, consequently, receive markedly lower gross hourly wages.

Age plays a role, too: An above-average number of young employees received low wages. 52% of all employees aged 15 to 24 years got low pay.

The largest shares of low-wage earners were observed in the economic branches of accommodation and food service activities (62%) and real estate activities (40%).



Example of an indicator ctd.

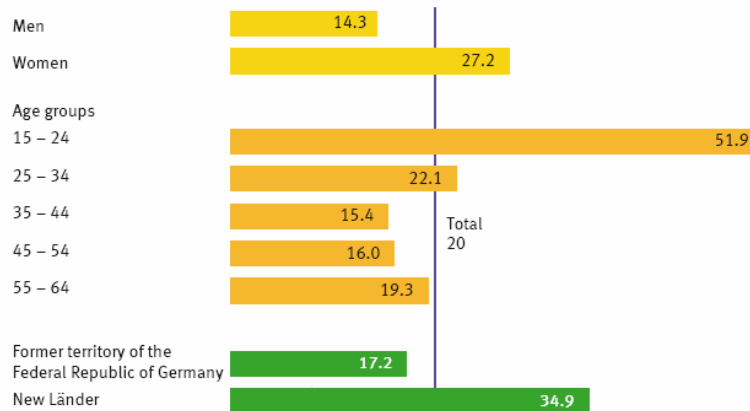
Qualification protecting from low wage

Only some 4 % of the employees with an academic degree received low wages in 2006. Among persons employed with an apprenticeship qualification or a full-time

vocational school certificate, 14 % were affected, while the proportion among those without vocational qualification was markedly higher (30 %).

Share of persons employed with low wage, 2006

In %



Multiple data sources used

List of data sources

Indicator	Data source
Dimension 1: Safety at work and gender equality	
1.1 Accidents at work	European Statistics on Accidents at Work (ESAW)
1.2 Health risks at work	Labour Force Survey (ad hoc module, 2007)
1.3 Participation of women in working life	Labour Force Survey
1.4 Participation of women in economic activity by occupations	Labour Force Survey
1.5 Gender Pay Gap	Structure of Earnings Survey/Quarterly Survey of Earnings
Dimension 2: Income and benefits from employment	
2.1 Average hourly wage	Structure of Earnings Survey
2.2 Low-wage rate	Structure of Earnings Survey
2.3 Vacation entitlement	Structure of Earnings Survey
2.4 Staff on sick leave	Labour Volume Accounting (Institute for Employment Research (IAB))
Dimension 3: Working hours and work-life balance	
3.1 Annual hours worked	Institute for Employment Research (IAB) and Destatis
3.2 Excessive working hours	Labour Force Survey
3.3 Evening and weekend work	Labour Force Survey
3.4 Commuting time	Microcensus (additional survey, 2008)
3.5 "Involuntary" part-time workers	Labour Force Survey
3.6 Participation of parents in economic activity	Labour Force Survey (calculation: Eurostat)
3.7 Parents working part time	Microcensus

Adapatations to the framework

Selection of a subsample of indicators (30/50)

- Number of indicators too big for an overview
- Some indicators of limited relevance in the German context, e.g.
 - Child labour
 - Number of sick leave days employees are entitled to use
 - Social security expenditure as a share of GDP
- Lack of data, e.g.
 - Forced labour
 - Share of employers belonging to employer organisations
- Indicators without a clear operationalisation, e.g.
 - Persons working in hazardous industries
 - Actual hours worked per week per household

Adapatations to the framework ctd.

Selection of a subsample of indicators (30/50) ctd.

- Data too old (Destatis policy: maximum age of four years)
- Some indicators proved to be difficult to interpret
 - Occupational disease contraction rate
 - Over-/ underqualification
- Few additional indicators needed to match the German context
 - Three Gender related indicators
 - Average number of days of paid leave used the previous year
 - Share of mothers/fathers working part time
 - Share of employees with fixed-term contract wanting a permanent job
 - Share of employees represented by a works council
 - Average number of days not worked due to strikes / lockouts

Technical preparations

Operationalisations and definitions

- (Default) Population boundary
 - Persons aged 15 to 64 years
 - Only private households without conscripts and persons obliged to render alternative civil service
- Employment status in accordance with Eurostat's publications
- Operationalisation of the indicators
 - If indicator already available: identical to Eurostat's online database
 - In most other cases: agreement with Eurostat regarding the operationalisation

Nevertheless, there is a need for further specification and clarification

Media coverage

Data release accompanied by a press release

- Announcement of report
- Focus on one indicator (excessively long working hours)
- Wide media coverage...
 - 50+ articles in print media
 - Numerous radio contributions, and 2 interviews
- ... but
 - Focus almost always on the selected indicator
 - Sometimes reference to further indicators from the dimension on working time
 - Little attention for quality of employment as a whole

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Arbeitszeiten

Überstunden machen vor allem Männer

Die Deutschen rühmen sich gerne ihres Fleißes. Eine Studie des Statistischen Bundesamts zeigt jetzt, wer besonders viele Überstunden macht. Es sind mehr Männer als Frauen und eher die älteren als die jüngeren.

28.09.2010

★ Empfehlen ↻ Weitersagen

✓ Merken f Facebook

🖨 Drucken t Twitter

Artikel Bilder **Lesermeinungen (15)**

◀ 2/5 ▶

Wer mehr als 48 Stunden arbeitet

Erwerbstätige die mehr als 48 Stunden pro Woche arbeiten nach Beruf 2009

Beruf	%
Führungskräfte	38,5
Fachkräfte in der Landwirtschaft und Fischerei	32,6
Akademische Berufe	17,0
Anlagen- und Maschinenbediener	

Remaining problems

Selection of the indicators

- Framework could be streamlined
- Focus on interpretability

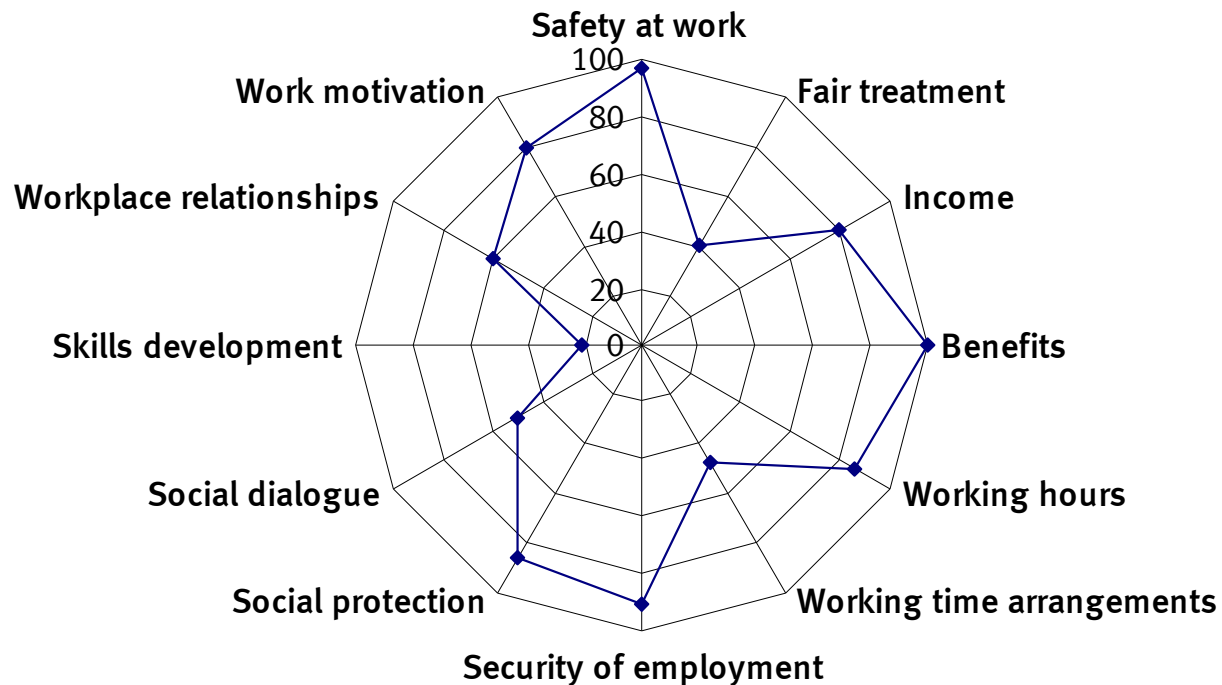
Definition of the indicators

- Definitions and operationalisations need further specification and clarification

Presentation of the framework

- „Not losing sight of the forest for the trees“
- New ways of data presentation need to be developed, e.g.
 - Key indicators
 - Dash board or cobweb diagrams
 - Computation of indices

An example to stimulate the discussion



THANK YOU!

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