

## **Measurement of Quality Employment: Experience of the Russian Federation<sup>1</sup>**

Nowadays a supplement of quantitative estimations of processes related to employment by indicators of employment quality becomes very important.

The main data source in Russia as well as in other countries is the Labour Force Survey. In addition, sources of statistics on quality of employment are the annual and periodic surveys of establishments, the administrative data of the Federal Migration Service, Federal Labour and Employment Service.

The information is produced with Labour Force Survey on formal and informal sectors of economy. Data source on employment is a total survey of individual entrepreneurs (conducted every 5 years) and annual sampling survey. Other forms of statistical reports are intended to obtain data on establishments in the formal sector of economy.

First of all indicators of quality of employment are needed for detailed analysis of the labor market and the labor force by state authorities on the federal level, public authorities, trade unions, employers and entrepreneurs, and other interested users.

In Russia, according to the Decree of the Government of the Russian Federation the Unified interdepartmental statistical information system (UniSIS) has been created which contains time series of indicators in different fields of statistics, including indicators of employment. State authorities, as well as government agencies, commercial organizations and individuals have access to the UniSIS. Federal State Statistics Service (Rosstat) will extend the list of indicators on quality of employment which are to be downloaded into UniSIS.

Let us consider indicators developed by six of seven proposed dimensions of measurement of quality employment.

### **1. Safety and ethics of employment**

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<sup>1</sup> Report is prepared by Olga Zhikhareva, Deputy Director of Department on Labour, Employment, Science and Culture Statistics.

### (a) Safety at work

Group of indicators that reflect safety at workplace, is being developed for formal sector of economy.

Data on industrial injuries are provided annually to the statistical authorities by enterprises and establishments of all forms of property and all economic activities except financial sector; public administration and defence, social security; education; household activities, activities of extraterritorial organizations. Information is collected on all employees, on males and females, on under 18 persons.

Table 1. Industrial injury rate (per 100,000 employed people)

Year	Fatal industrial injury rate	Non-fatal industrial injury rate
2000	0,149	5,0
2003	0,131	3,8
2004	0,129	3,3
2005	0,124	3,0
2006	0,119	2,8
2007	0,124	2,6
2008	0,109	2,4
2009	0,090	2,0
2010	0,094	2,2

Data provide evidence of the positive trend, i.e. reducing industrial injuries from 2000 to 2009 and some increase in 2010. At the same time in terms of quality of employment it is important that statistics could explain such trends, namely, whether the decline is due to improved working conditions or not.

One of the factors that influenced data of industrial injuries, is change of the employment structure by sector during last 10 years. Share of the employed people in industry (mining, manufacturing, production and distribution of electricity, gas and water), agriculture, where the greatest rates of injury are observed, and the share of employment in services, where the injury rate is low.

The indicators characterizing **employment in "hazardous" conditions**, are developed annually on the base of reports provided by establishments of

such economic activities as industry; construction; transport and communication. Information is collected on all employees, on males and females, on under 18 persons.

Data on main indicators are given below.

Table 2. Share of employed persons in harmful and hazardous labour conditions, by the end of the year.

	Employees engaged in unhygienic working conditions, % <sup>2</sup>		Employees in arduous working conditions, %		Employees in stressed labor process, %	
	2008	2010	2008	2010	2008	2010
Mining and quarrying	39,1	42,5	20,2	22,8	14,8	15,7
Manufacturing	26,8	29,6	7,2	9,1	5,3	5,8
Electricity, gas, steam and water supply	30,6	32,9	8,7	9,8	7,0	8,3
Construction	14,6	18,5	9,5	11,5	4,7	7,1
Transport and communication	24,5	26,5	9,2	10,6	11,4	13,7

Besides data on each type of harmful labour condition are published.

Probably we should expand the coverage of this statistical observation in other economic activities. In particular, there is a need for such information on agriculture and forestry, healthcare and trade.

### **(b) Child labour and compulsory labour**

Child labour in Russia is not such an important issue as youth employment. However, child labour at the age of 15-17 years is observed in the Labour Force Survey. Thus, number of employed children aged 15-17 in 2010 was about 139,000 persons, or 2.5% of all children in this age group. Number of unemployed children aged 15-17 is about 95,000 persons (1.7%). Data on child

<sup>2</sup> Under the influence of at least one "hazardous" factor (increased noise, ultra-, infrasonic, high levels of vibration, dusty air of the working area, high gas content of air of working area) to the extent exceeding the hygienic standard of working conditions.

labour are published in the report “Children in Russia”, issued by UNICEF jointly with the Federal State Statistics Service in 2009.

**Employed persons who are below the minimum age specified for the kind of work performed**

In accordance with the Labour Code of the Russian Federation in order to protect interests of under 18 workers it is forbidden to hire them for harmful and hazardous work. Statistics for this topic is based on surveys of establishments on employment in harmful and hazardous labour.

Table 3. Under 18 employees in harmful and hazardous labour (by the end of 2010, persons).

	Employees engaged in unhygienic working conditions	Employees in arduous working conditions	Employees in stressed labor process
Mining and quarrying	-	-	-
Manufacturing	3	-	-
Electricity, gas, steam and water supply	-	-	-
Construction	3	-	-
Transport and communication	1	-	5

As the legislation prohibits to hire under 18 persons for the work with harmful and hazardous labour these data are likely underestimated, because enterprises may be afraid to reflect in the reports the fact prohibited by law.

It does not seem reasonable to study this issue on the base of Labour Force Survey, because respondents are not aware how to measure harmful labour conditions for under 18 persons.

**Employment of under 18 persons whose working hours exceed legislative limit.** This indicator could be obtained from data on Labour Force Survey. Till present time this indicator does not carried out and published.

Table 4. Employees aged 16-18 whose working hours exceed legislative limit, 2010.

Employees aged 16-18 whose working hours exceed 35 hours per week	
Thousand persons	% of the all employees aged 16-18
35,9	34,2

In accordance with the Labour Code of the Russian Federation reduced duration of working time is established for under 16 employees – not more than 24 hours per week; for employees aged 16-18 – not more than 35 hours per week; for children who combine work and education – not more than half of above-mentioned limits.

Indicators below are calculated on the basis of the Labour Force Survey:

- Employed children aged 15-17: average number of working hours per week by age and sex;
- Children who work for the salary or self-employed (% by age);
- Children aged 15-17 by sex, by kind of activity and by place of work;
- Employed children aged 15-17 by kinds of activity and by age;
- Employed children aged 15-17 by kinds of activity and by sex;
- Employed children aged 15-17 by status in employment and by sex.

**(c) Fair treatment in employment**

Rosstat does not calculate separately data on employment of native population. Also, data on immigrants who are residents of the Russian Federation are not produced. Information about immigrants who temporarily stay in the country, i.e. **labour migrants** (by sex and age groups) is developed by the Federal Migration Service.

Among **ethnic minorities**, special attention is paid to the ethnic groups living in the Far North: data are produced by the formal sector of economy on the number of employees and salary of employees residing in the regions of the Far North and equated localities.

Table 5. Number of employees and average monthly salary of employees residing in the regions of the Far North and equated localities, 2010\*

Number of employees, thousand persons	Average monthly salary, RUR	Reference: average monthly salary in Russia, 2010, RUR
3403,9	33914	22684

\*) Except subjects of small entrepreneurship

The most detailed statistics is prepared by **women**, based on Labour Force Surveys, some surveys of establishments.

Data of all surveys conducted by Rosstat are performed on **geographical basis** – by Federal Districts (8) and subjects of the Russian Federation (82).

### **Disabled persons**

Nowadays forms of the Labour Force Survey provide information on persons receiving a disability pension. However, information on economic activity for this category of persons is not analyzed and is not published due to the fact that not all disabled persons receive a disability pension (they can be assigned to other social benefits, e.g. retirement pension). Employment of this category of persons is not carried out in surveys conducted in the formal sector of economy. There is no doubt that, improvement of reporting in this area is required.

Statistics on employment of the unemployed disabled persons, of their vocational training suggested by the employment services is collected by the Federal Labour and Employment Service.

## 2. Income and benefits from employment

### (a) Income from employment

#### Average weekly earnings of employed people

Nowadays Federal State Statistics Service calculates and publishes monthly data by the formal sector of economy on average monthly and hourly salary, i.e. by indicators: average monthly and hourly salary. Average weekly earnings are usually not calculated.

#### Low pay (share of employed with income below 2/3 of median earnings)

#### Share of employed with income below minimum earnings

#### Distribution of earnings by quintiles

These indicators are calculated on the basis of survey data on distribution of number of employees by salary, by economic activity and by subjects of the Russian Federation. These surveys are carried out every two years by Rosstat.

Table 6. Share of employed with low salary (survey data for April, 2011)

Share of employed with income below 2/3 of median earnings, %	29,9
Share of employed with income below minimum earnings, %	1,8
<i>Reference:</i>	
Average salary, RUR	22334
Median salary, RUR	16043
Minimum salary, RUR	4330

Table 7. Distribution of earnings by quintiles

	Total sum of monthly salary, %	Average salary, RUR
Total	100	22334
of which by 20 percent groups of employees from lowest to highest salary		
first	5,3	5880
second	9,7	10737
third	14,5	16133
fourth	21,4	23893
fifth	49,1	55029

### **3. Working hours and balance of working- and non-working time**

#### **(a) Working hours**

Indicators “**average annual actual hours worked per person**” and “**average weekly actual hours worked per person**” are calculated on the basis of labour force surveys and statistics of organizations.

Such indicators as the share of employees working 49 hours or more per week (only non-managerial personnel); share of employees involuntarily working less than 30 hours per week; share of employees having more than one job could be calculated on the base of the Labour Force Survey.

#### **(b) Organization of the working day**

There are no relevant questions in the Labour Force Survey questionnaire to calculate the proposed indicators of the employees who usually work at night and on weekends. However, 2012 questionnaire will have a question about work in flexible schedule conditions.

#### **(c) Balance of working- and non-working time**

Among proposed indicators Rosstat, since 2009, publishes the indicator “**Ratio of employed women having children under compulsory school age among all employed women aged 20-49**”. The indicator could be calculated by married women and single mothers.

Other indicators of this sub-dimension are not calculated.

### **4. Security of employment and social protection**

#### **(a) Security of employment**

**Share of 25 employees aged 25 and older with duration of employment less than 1 year, 1-3 years, 3-5 years, 5 years and more.** There are two sources of information for the calculation of this indicator – Labour Force Survey and periodic observations of establishments.

#### **(b) Social protection**



## **5. Social dialogue**

Rosstat collects and publishes data on the number of strikes, number of employees involved in strikes and amount of hours not worked due to the strikes. However in 2010-2011 strikes have not been registered, in 2009 there was one strike.

## **6. Skills development and training during life**

**Share of employees who completed their training within last 12 months.** Data for 2010 were for the first time obtained by the establishments of the formal sector of economy, with a breakdown by types of education, categories of workers (managers, experts, workers), by economic activities and by subjects of the Russian Federation.