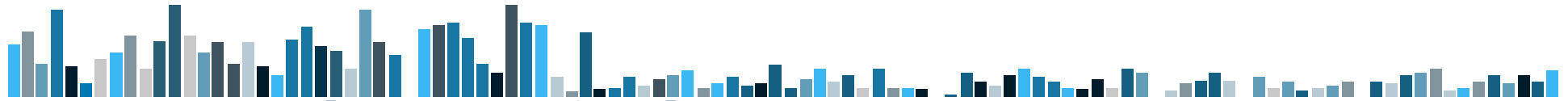


# Quality of Employment Indicators: skills development and training and workplace relationships and motivation

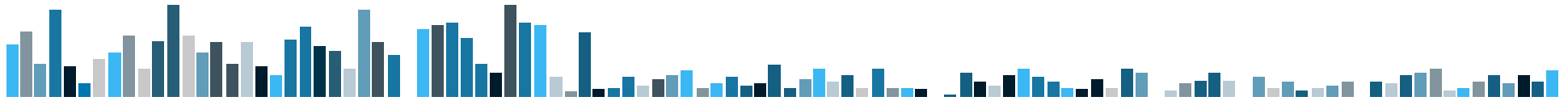
Hendrika Lautenbach  
h.lautenbach@cbs.nl





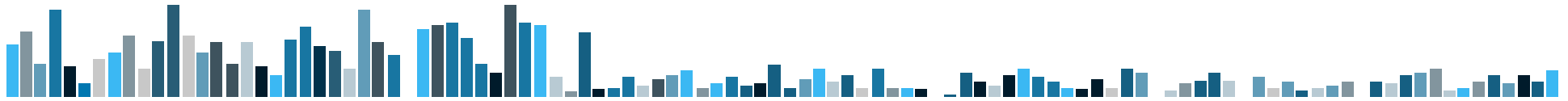
## Indicators 'skill development and training' and 'workplace relationships and motivation'

- **General remarks with concern to figures as presented in the report of Statistics Netherlands**
- **Information on datasources used to fill indicator 6 and 7**
- **Discussion on the measurability of indicator 6 and 7 and their underlying concepts**
- **Conclusions**



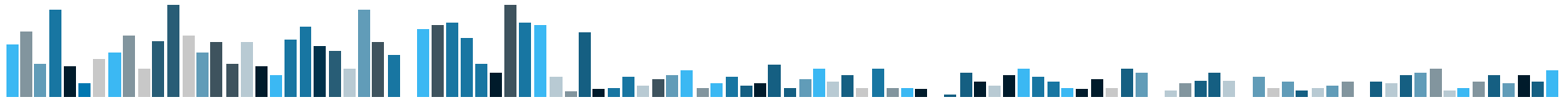
## General remarks on figures as presented in the report of Statistics Netherlands

- Concerns only already published data



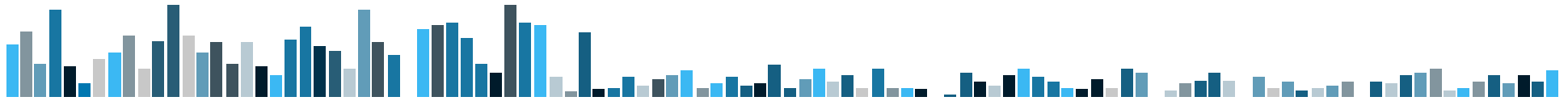
## Information on the datasources

- **Labour Force Survey (LFS)**
- **Netherlands Working Conditions Survey (NWCS)**



## Information on the datasources

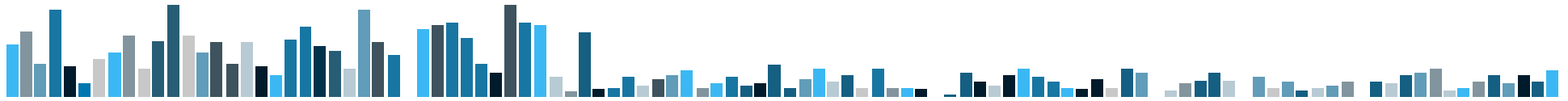
- **Labour Force Survey (LFS)**
  - **Obligatory survey for all EU members and therefore broadly available**
  - **Continues survey**
  - **Target population: 15 years and more**
  - **Sample size: 80 000 households**



## Information on the datasources

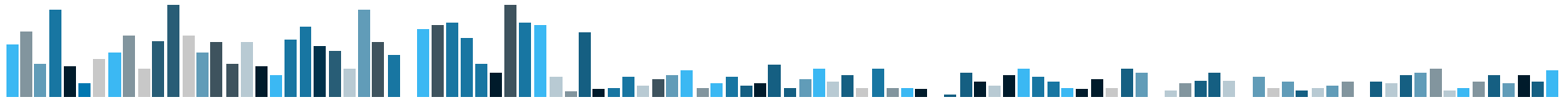
- **Netherlands Working Conditions Survey (NWCS)**
  - **Project of Statistics Netherlands together with TNO and the Ministry of Social Affairs**
  - **Sample size: 80 000**
  - **Target population: employees**
  - **Since 2005**
  - **From 2014 every two years**
  - **Ideas to add self-employed**





## Quality of Employment indicator 6

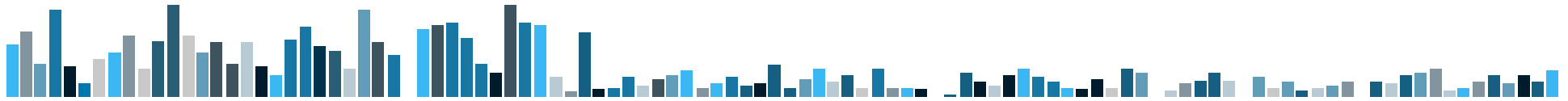
- Skills development and training
  - Measurability
  - Concepts
  
- 1. Skills development and training
- 2. Educational and occupational level



## Measurability: Skill development and training

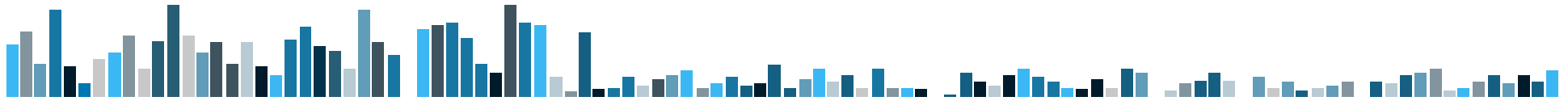
- Skills development and job training within the last 12 months: NWCS
- Alternatives: LFS or Adult Education Survey (AES)





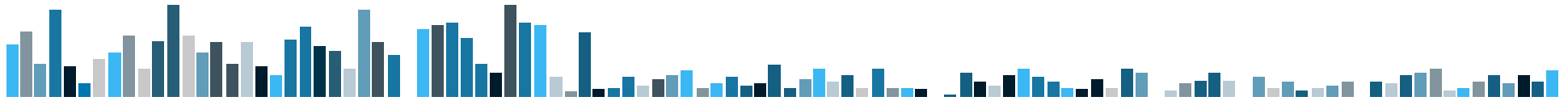
## Concept: Skills development and training

- Suggests more training is better
- Short and long courses are accounted for alike
- Knowledge acquired applicable in job?
- Informal way of learning: learning by doing



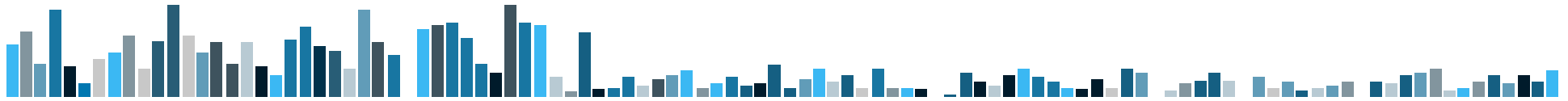
## Measurability: Educational and occupational level

- Educational and occupational level taken from LFS: well-developed instrument for these items



## Concept: educational and occupational level

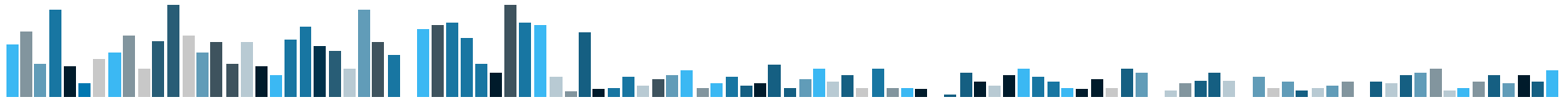
- Interesting data
- Low educated people could end up in intermediate or high level occupations by on the job training.
- Use for policy makers?



# Quality of Employment indicator 7

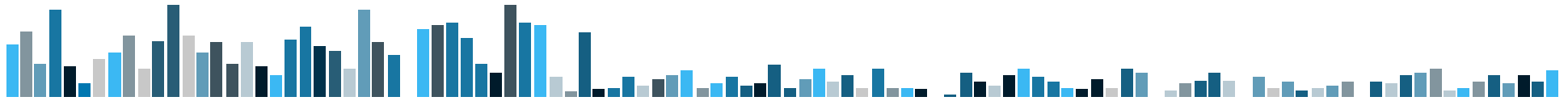
## Workplace relationships and work motivation

- Measurability
  - Concepts
- 
- 1. Workplace relationships
  - 2. Work motivation



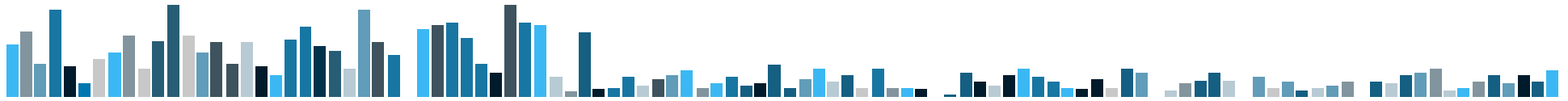
## Measurability: Workplace relations

- NWCS rich data source for all items concerned
- Indicators concerning discrimination
- Harassment at work is measured for the different forms of harassment
- Data seem plausible



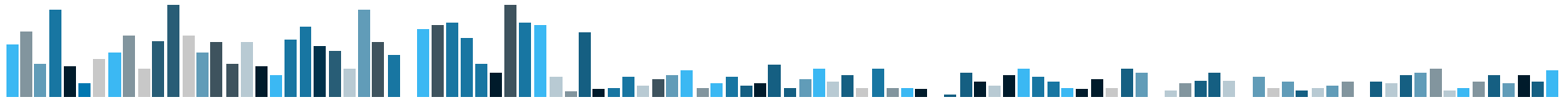
## Concept: Workplace relations

- Partly subjective indicators
- Comparability over cultures/countries



## Measurability: Work motivation

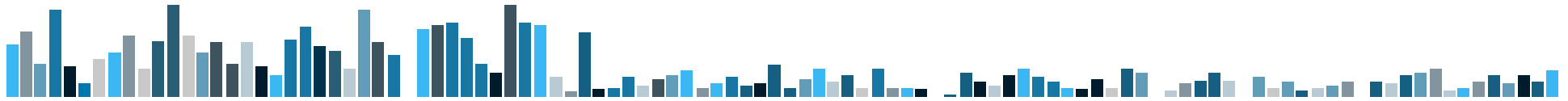
- NWCS suitable source of info for these items
- Available:
  - choose order of tasks or methods
  - feel able to apply own ideas in work
  - feel satisfied with their work
- Not available:
  - receive regular feedback from supervisor
  - feel they do useful work



## Concept: Work motivation

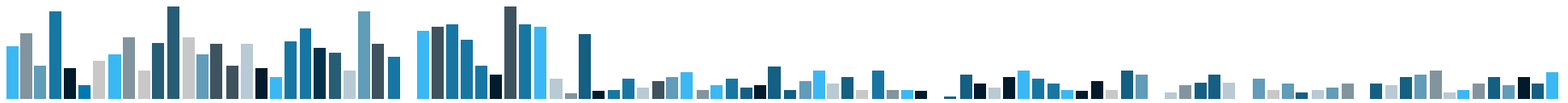
- Subjective though expresses experience of respondent
- Ok indicator





## Conclusions and recommendations

- **Remarks on the Indicators 6 and 7**
- **Are indicators usable for policy makers?**



**Thank you for your attention!**

