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**United Nations Economic Commission for Europe  
Statistical Division**

# **Introduction on the Quality of Employment « Framework »**

Meeting on Measuring Quality of Employment  
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# Perspectives of Quality of Employment

Socio-economic context

Societal

Culture

Legal framework

Corporate (Employer)

Individual (Worker)

Previous experience



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# Diverse interpretations, country level

*World Values Surveys* asked in 68 countries (2000-2008):

Which of the following items would you place first (in importance) if you are looking for a job?

- « a good income so that you do not have any worries about money »
- « a safe job with no risk of closing down or unemployment »
- « working with people you like, or »
- « doing an important job that gives you a feeling of accomplishment? »

Conclusion: People in OECD countries are more likely to select the last one whereas for many developing countries good income and job security were the most important criteria.



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## Diverse interpretations, worker level

Public sector employees quitting their job in the Netherlands:

1. They leave for private sector jobs when quitting is due to:
  - a. Dissatisfaction with financial rewards and management
  - b. Physical working conditions and future job duties
2. Employees with children, however, are less likely to leave public sector when they change jobs (Delfgaauw, 2005).



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## Recap on principles guiding QoE indicators development

- Comprehensiveness
- Relevance to country context
- Transparent and logical structure
- Practicality
- Using existing international definitions



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## Basic facts on the current «framework »

- 7 dimensions
- 12 sub-dimensions
- More than 54 indicators
- **No** hierarchy of dimensions or indicators
- **No** composite index
- The need to interpret the indicators together with labour market indicators such as UR, LFPR, socio-economic context and keeping in mind the legal provisions in the country.



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## Dimension 1: Safety and ethics of employment

- A. **Safety at work**
  - Risks of injury or death at work
- B. **Child labour and forced labour**
  - Many developed countries indicated that youth employment characteristics are more important for them
- c. **Fair treatment in employment**
  - Recommendation is to disaggregate selected indicators for the meaningful demographic and social categories



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## Dimension 2: Income and benefits from employment

- A. **Income from employment**
  - Information on any compensation paid to employees or income from self-employment.
- B. **Non-wage pecuniary benefits**
  - e.g. paid leave, supplementary medical benefits. Currently focused on entitlement to benefits. Important to complement coverage in law (statutory coverage) with coverage in practice (effective coverage).





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## Dimension 3: Working hours and balancing work and non-working life

- A. Working hours
  - Number of working hours
- B. Working time arrangements
  - Distribution/flexibility of working hours across a day, a week, etc.
- C. Balancing work and non-working life
  - e.g. parental leave, commute, etc.



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## Dimension 4: Security of employment and social protection

- A. **Security of employment**
  - Precarity of employment and employment tenure
  
- B. **Social protection**
  - Unemployment insurance, social security expenditure and contributions to pension fund, etc.



## Dimension 5: Social dialogue

- Share of employees covered by collective wage bargaining and share of enterprises belonging to employer organizations.
- The importance of legal information in interpreting these indicators is even more pronounced.



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## Dimension 6: Skills development and training

- Training opportunities and over- /under-qualification for the occupation.
- Difficulties in matching ISCED-ISCO classifications.



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## Dimension 7: Workplace relationships and work motivation

- A. Workplace relationships
  - Social characteristics of the work, e.g. relations between employees or between the employee and the supervisor
- B. Work motivation
  - Individual motivational characteristics, e.g. elements such as having valuable goals, competence, autonomy and feedback (less tangible sub-dimension)



THANK YOU FOR YOUR ATTENTION.