

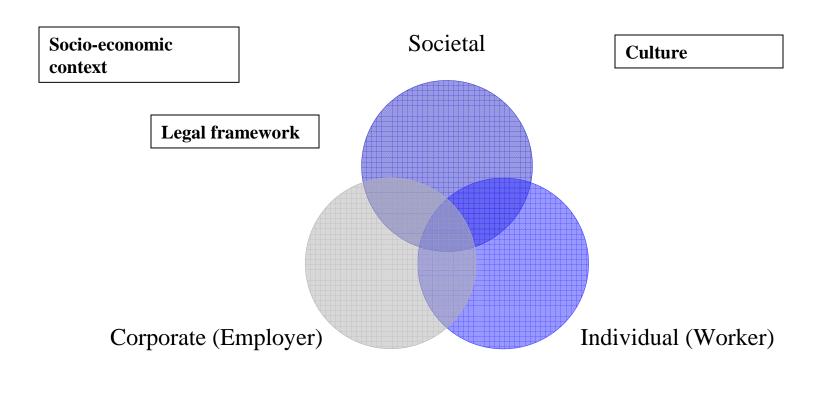
### Introduction on the Quality of Employment « Framework »

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#### Perspectives of Quality of Employment



Previous experience





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.





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).



### Recap on principles guiding QoE indicators development

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





- > 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.





- 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





- A. Income from employment
  - Information on any compensation paid to employees or income from self-employment.
- в. 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).

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



- A. Working hours
  - Number of working hours
- в. 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.



## Dimension 4: Security of employment and social protection

- A. Security of employment
  - Precarity of employment and employment tenure
- в. 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.





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



### 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

#### в. 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.