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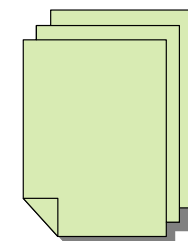
Feedback on the indicators measuring quality of employment

- 1) Information on the questionnaire
- 2) Which countries participated?
- 3) Analysis of the feedback
- 4) Main Results related to indicators
- 5) Outcomes referring to framework
- 6) Final remarks




1. Questionnaire

- Developed by members of the steering group,
- Evaluation of each of the 62 indicators,
- On the basis of four dimensions,
- Using a three-step rating scale:



Rating	Comprehensibility	Technical feasibility	Used data source appropriate	Relevance for country
Low	1	1	1	1
Medium	2	2	2	2
High	3	3	3	3

➤ What do the four dimensions mean?

Comprehensibility	Technical feasibility	Used data source appropriate	Relevance for country
Is the indicator and its definition clear?	Is the indicator measurable in practise?	Are there other data sources which are more suitable?	Is the indicator and its results relevant for the country? Is it already published in any form?
..... 

2. Response

- 14 countries answered the questionnaire,
- Respondents from three different continents:

Switzerland

Russia

USA

Spain

Japan

Mexico

Poland

Israel

Argentina

Netherlands

Lithuania

Italy

Germany

Austria



3. Phases of Analysis

1. One Excel sheet per indicator created,
2. For each indicator, comments of the countries were listed.
3. A mean value was calculated for each indicator: Sum of all ratings (1 poor/2 medium/3 good/0 no answer) divided by number of countries (N=14).
4. Mean values calculated for each dimension (denominator=number of indicators),
5. Main comments were highlighted for each indicator.
6. At more aggregated level, per dimension, the most important comments were recorded, too.



4. Main results related to indicators

➤ Evaluation on level of the dimensions:

7 Dimensions	Com- prehen- sibility	Techni- cal feasa- bility	Used data source appro- priate	Rele- vance for country
D1 Safety and ethics of employment	2	2	2	2
D2 Income and benefits from employment	2	2	2	2
D3 Working time and work-life balance	3	3	3	2
D4 Security of employment and social protection	2	2	2	2
D5 Social dialogue	2	2	1	2
D6 Skills development and training	2	2	1	2
D7 Employment-related relationships and work motivation	2	2	2	2

4. Evaluation of Dimension 1

Safety and ethics of employment	Compre- hension	Feasibility	Data source	Relevance
1a1 Fatal occupational injuries	3	2	2	2
1a2 Nonfatal occupational injuries	3	2	2	3
1a3 Exposure to physical health risk factors	3	3	2	3
1a4 Exposure to mental health risk factors	3	3	2	3
1b1 Child labour rate	2	1	1	1
1b2 Hazardous child labour rate	2	1	1	1
1b3 Forced labour rate	1	1	1	1
1b4 Forced labour rate among returned migrants	1	1	1	1
1c1 Pay gap	3	2	3	3
1c2 Access to managerial occupations	3	3	3	3
1c3 Discrimination at work	2	2	2	2

4. Evaluation of Dimension 2

Income and benefits from employment	Compre- hension	Feasibility	Data source	Relevance
2a1 Average earnings	3	3	2	3
2a2 Employees with low pay	3	3	2	3
2a3 Earnings by deciles	3	3	2	2
2a4 Employment-related income of self-employed	2	2	1	2
2b1 Paid leave entitlement	2	2	2	2
2b2 Days of paid leave entitlement	2	2	2	2
2b3 Actual days of paid leave	2	1	2	2
2b4 Sick leave entitlement	2	2	2	2
2b5 Days of sick leave entitlement	2	1	2	2
2b6 Actual days of sick leave	2	2	2	2

4. Evaluation of Dimension 3

Working time and work-life balance	Compre- hension	Feasibi- lity	Data source	Rele- vance
3a1 Mean weekly working hours	3	3	3	3
3a2 Long working hours	3	3	3	3
3a3 Involuntary part-time work	3	3	3	2
3a4 Distribution of weekly working hours	3	3	3	2
3a5 Multiple job holders	3	3	3	3
3b1 Night work	3	2	2	2
3b2 Evening work	3	2	2	2
3b3 Weekend work	3	3	3	2
3b4 Flexible work schedules	2	2	3	3
3c1 Employment rate of mothers and fathers	3	3	3	3
3c2 Possibility to work at home	3	3	3	3
3c3 Commuting time	3	3	3	3
3c4 Care leave entitlement	2	2	2	2
3c5 Parental leave	2	2	2	2

4. Evaluation of Dimension 4

Security of employment and social protection	Compre- hension	Feasibility	Data source	Relevance
4a1 Fixed-term contracts	3	3	3	3
4a2 Job tenure	3	3	3	3
4a3 Own account workers	3	3	3	3
4a4 Self-employed with one client	2	2	2	2
4a5 Perceived job security	2	2	2	2
4a6 Temporary employment agency workers	3	3	3	3
4a7 Lack of formal contract	2	2	2	2
4b1 Pension insurance coverage	2	2	2	2
4b2 Unemployment insurance coverage	2	2	2	2
4b3 Medical insurance coverage	2	2	2	2

4. Evaluation of Dimension 5

Social dialogue	Compre- hension	Feasibi- lity	Data source	Rele- vance
5.1 Collective bargaining coverage rate	2	2	2	2
5.2 Trade union density rate	2	2	1	2
5.3 Days not worked due to strikes and lock-out	2	2	1	2

4. Evaluation of Dimension 6

Skills development and training	Compre- hension	Feasibility	Data source	Relevance
6.1 Training participation	2	2	2	2
6.2 Volume of training	2	2	2	2
6.3 Usefulness of training	2	1	1	2
6.4 Learning at work	2	2	1	2
6.5 Employability	1	1	1	2
6.6 Skills match	2	1	1	2

4. Evaluation of Dimension 7

Employment-related relationships and work motivation	Compre- hension	Feasibi- lity	Data source	Rele- vance
7a1 Relationship with co-workers	2	2	1	2
7a2 Relationship with supervisor	2	2	1	2
7a3 Employment-related violence	2	2	2	2
7b1 Job autonomy	2	2	2	2
7b2 Feedback from supervisor	2	2	2	2
7b3 Intrinsic rewards	2	2	2	2
7b4 Work intensity	2	2	2	2
7b5 Organizational participation	2	2	2	2

Feedback of the countries:



- ✓ The Handbook is **very useful**, especially the sheets of the indicators.
- ✓ Most of the countries **regularly publish** at least various indicators; few countries already have specific publications (CH, ISR, DE, IT).
 - **OECD-Framework QWE**, Quality of the Working Environment, should also be taken into account.
 - Bibliography related to countries **outside the EU** should be included, also indicators on **informality**

6. Final remarks

Frequent comments affecting all indicators:

- **Name of certain indicators** should be more precise, e.g.:
 - **3a4** *Employment* by weekly hours usually worked: “*Employed*”,
 - **7b5** % of employees who can influence decisions that affect their work: name not meaningful,
- **Reference period** mentioned in the name of indicator, e.g.:
 - **4a4** % of self-employed with only one client: “*within the last twelve months*”,
- **Indicators** should be restricted to **formal employees**, e.g.:
 - **2b2** Mean number of days of annual leave per year to which the employees are entitled.
 - **3b4** Percentage of employees with a flexible work schedule.

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Thank you!

