



Measuring Quality of Employment in Statistical Practice of the Russian Federation

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2019

QUALITY OF EMPLOYMENT

Dimension	Sub-dimensions	
	Proposed by Handbook	Russian Federation
Safety and ethics of employment	11	8
Income and benefits from employment	10	9
Working time and work-life balance	14	12
Security of employment and social protection	10	8
Social dialogue	3	3
Skills development and training	6	5
Employment-related relationships and work motivation	8	2
TOTAL	62	47









CURRENT SAMPLE SURVEYS



- Microcensus of the population
- Labour force survey
- Household budget survey
- Survey of production of agricultural products in private subsidiary and other individual farms of citizens
- Survey of population on the use of information technologies and information and telecommunication networks

SYSTEM OF SAMPLE OBSERVATION BY SOCIAL-DEMOGRAPHIC PROBLEMS



-  Population income survey and participation in social programs
-  Comprehensive observation of living conditions of the population
-  Observation of the quality and availability of services in the fields of education, health and social services, employment promotion
-  Observation of the population reproduction
-  Observation of the population health
-  Observation of the population dietary structure
-  Observation of the using of the Daily Time Fund by the population
-  Observation of the using of migrant labour
-  Observation of the participation in continuing education by population
-  Observation of employment of graduates who have received secondary vocational and higher education

1. SAFETY AND ETHICS OF EMPLOYMENT

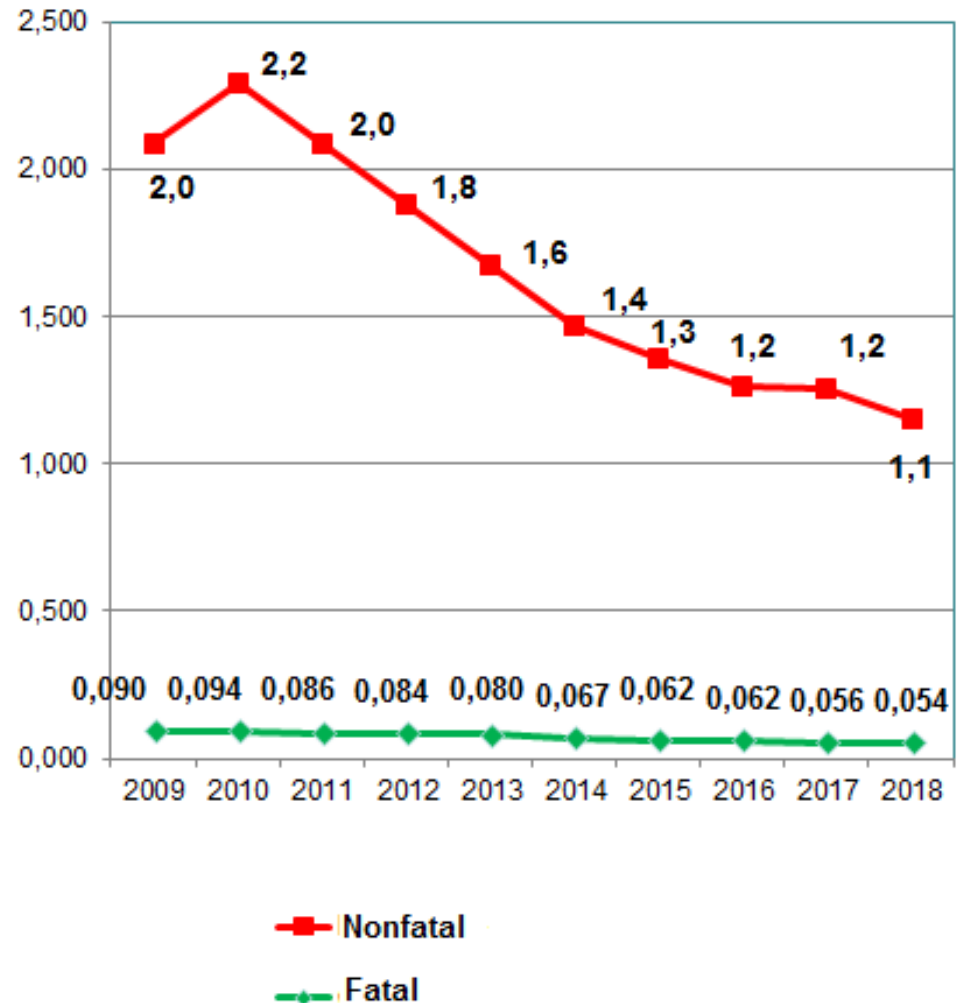
1a	Safety at Work	Rate of fatal occupational injuries per 100,000 employed persons	+
		Rate of nonfatal occupational injuries per 100,000 employed persons	+
		Percentage of employed persons who are exposed to physical health risk factors at work	+
		Percentage of employed persons who are exposed to mental well-being risk factors at work	proxy
1b	Child Labour and Forced Labour	Percentage of children aged 5 to 17 years who are engaged in child labour	proxy
		Percentage of children aged 5 to 17 years who are engaged in hazardous child labour	+
		Percentage of persons who are in forced labour	
		Percentage of returned labour migrants who were in forced labour	
1c	Fair treatment in employment	Pay gap between subpopulation groups (e.g., gender pay gap)	+
		Percentage of employed persons in population subgroups (e.g., women) in managerial occupations (ISCO08 major group 1)	+
		Percentage of employed persons who have been a victim of discrimination at work	



Safety at Work

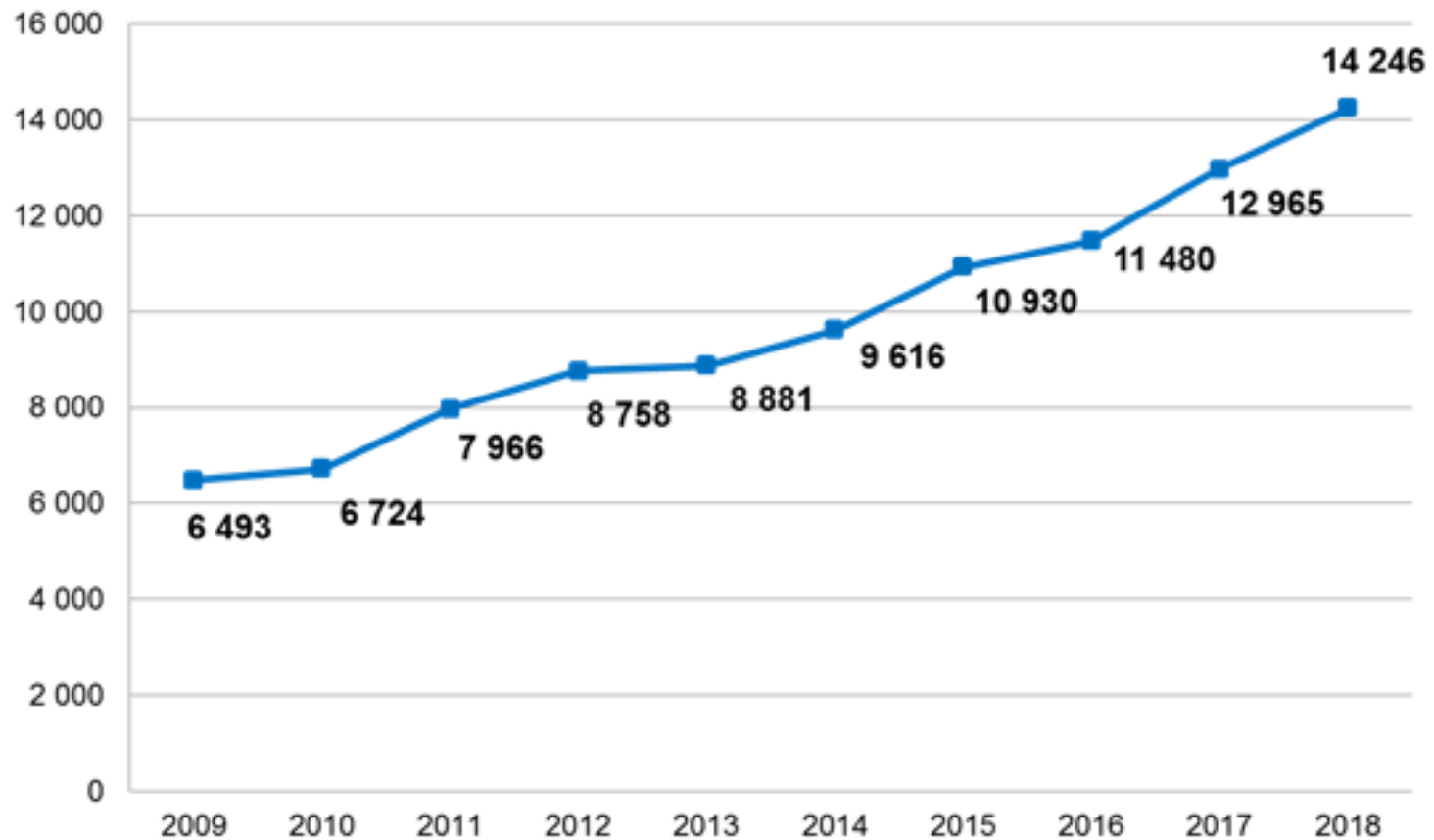
Rate of occupational injuries
(persons, per 1000 employed)

Year	Fatal	Nonfatal
2009	0,090	2,0
2010	0,094	2,2
2011	0,086	2,0
2012	0,084	1,8
2013	0,080	1,6
2014	0,067	1,4
2015	0,062	1,3
2016	0,062	1,2
2017	0,056	1,2
2018	0,054	1,1



Safety at Work

Expenditures on measures for labor protection per 1 worker, rub



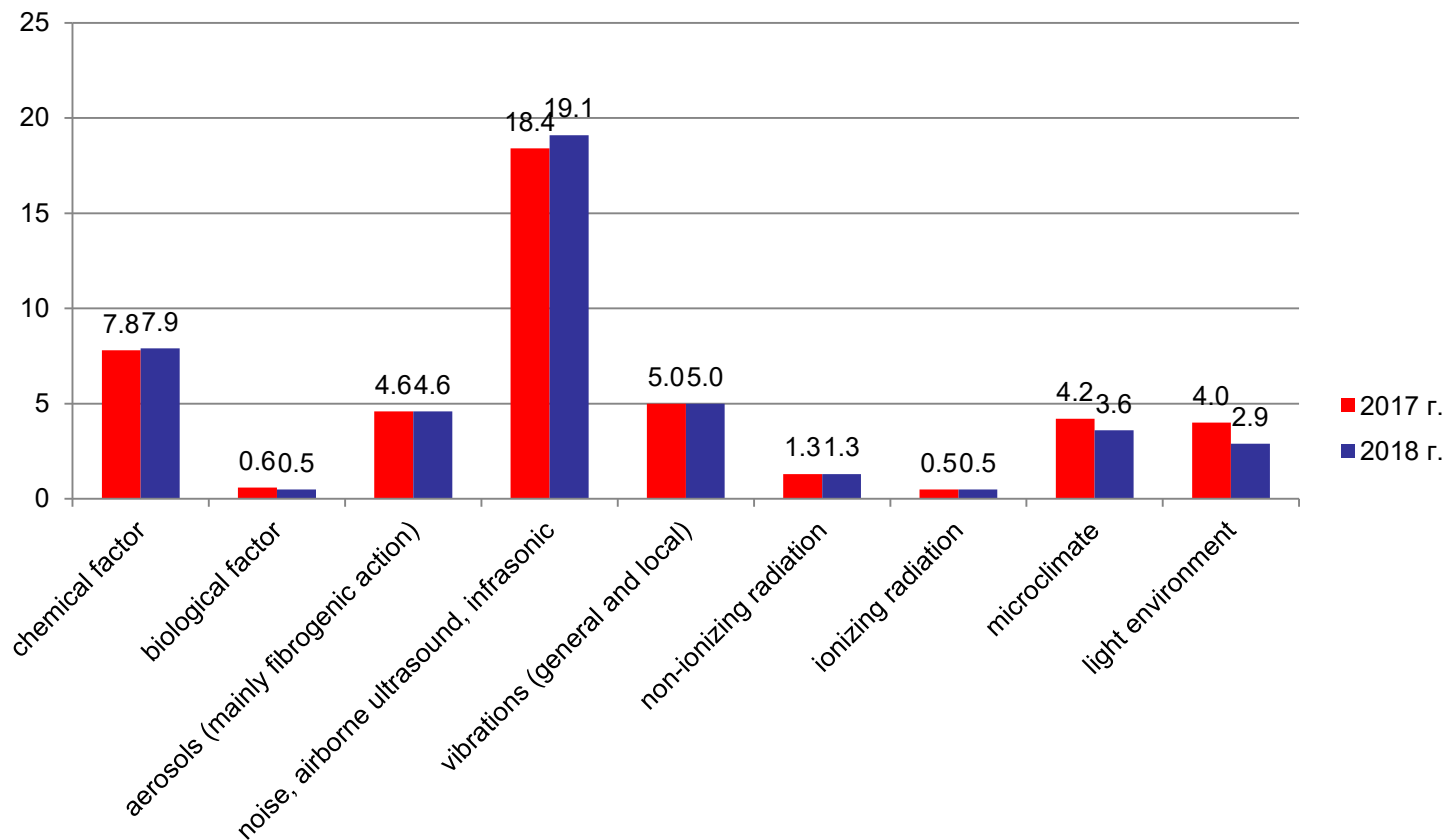
Percentage of employed persons in the economy with whom an occupational accident occurred, %

	2016				2018			
	by employment status		by economic sector		by employment status		by economic sector	
	employees	self-employed	working in the formal sector	working in the informal sector	employees	self-employed	working in the formal sector	working in the informal sector
Persons aged 15 years or more employed in the economy (working) - total	100	100	100	100	100	100	100	100
Of which								
persons who have had an occupational accident at least once in the past 12 months	1,6	3,0	1,5	2,5	1,3	1,8	1,2	1,9
Among those persons who had an occupational accident at work at least once, rated their work as:								
very hard work	14,1	18,8	13,4	17,4	10,8	15,0	8,9	16,7
hard work	19,8	15,6	16,9	24,6	33,8	46,0	33,2	39,1
moderate work	43,8	58,6	43,5	50,0	43,7	29,1	44,6	37,1
light work	19,7	6,8	23,4	6,5	11,5	9,2	13,1	6,8
be neutral	2,6	0,2	2,7	1,5	0,2	0,7	0,2	0,2



Safety at Work

Employed in work related to the impact of harmful
production factors,
%
(without small businesses)



CHILD LABOUR AND FORCED LABOUR

Number and percentage of employed children aged 15-17

(according to the sample labour force survey)

	2016	2017	2018
thousands of people	94,8	78,7	89,1
of all children aged 15-17 years, %	2,3	1,8	2,1



CHILD LABOUR AND FORCED LABOUR

Mean weekly hours worked per children aged 15-17 years, hours

(according to the sample labour force survey)

	2016	2017	2018	<u>2018 г.</u> Percentage of children aged 15-17 working more than 35 hours a week, %
Total	16,6	20,0	20,3	13,5
men	17,9	19,2	18,6	19,8
women	14,5	20,9	21,6	8,8



2. INCOME AND BENEFITS FROM EMPLOYMENT

2a	Income from employment	Mean nominal monthly / hourly earnings of employees (local currency)	+
		Percentage of employees with low pay	+
		Nominal monthly / hourly earnings of employees by deciles (local currency)	+
		Employment-related income of self-employed by deciles (local currency)	proxy
2b	Non-wage pecuniary benefits	Percentage of employees entitled to paid annual leave	proxy
		Mean number of days of paid annual leave per year to which employees are entitled	proxy
		Mean number of days of paid annual leave used per employee during the reference year	
		Percentage of employees entitled to paid sick leave	
		Mean number of days of paid sick leave per year to which employees are entitled	
		Mean number of days of paid sick leave used per employee during the reference year	



Income and benefits from employment

Percentage of employees with low pay, % (without small businesses, for April)

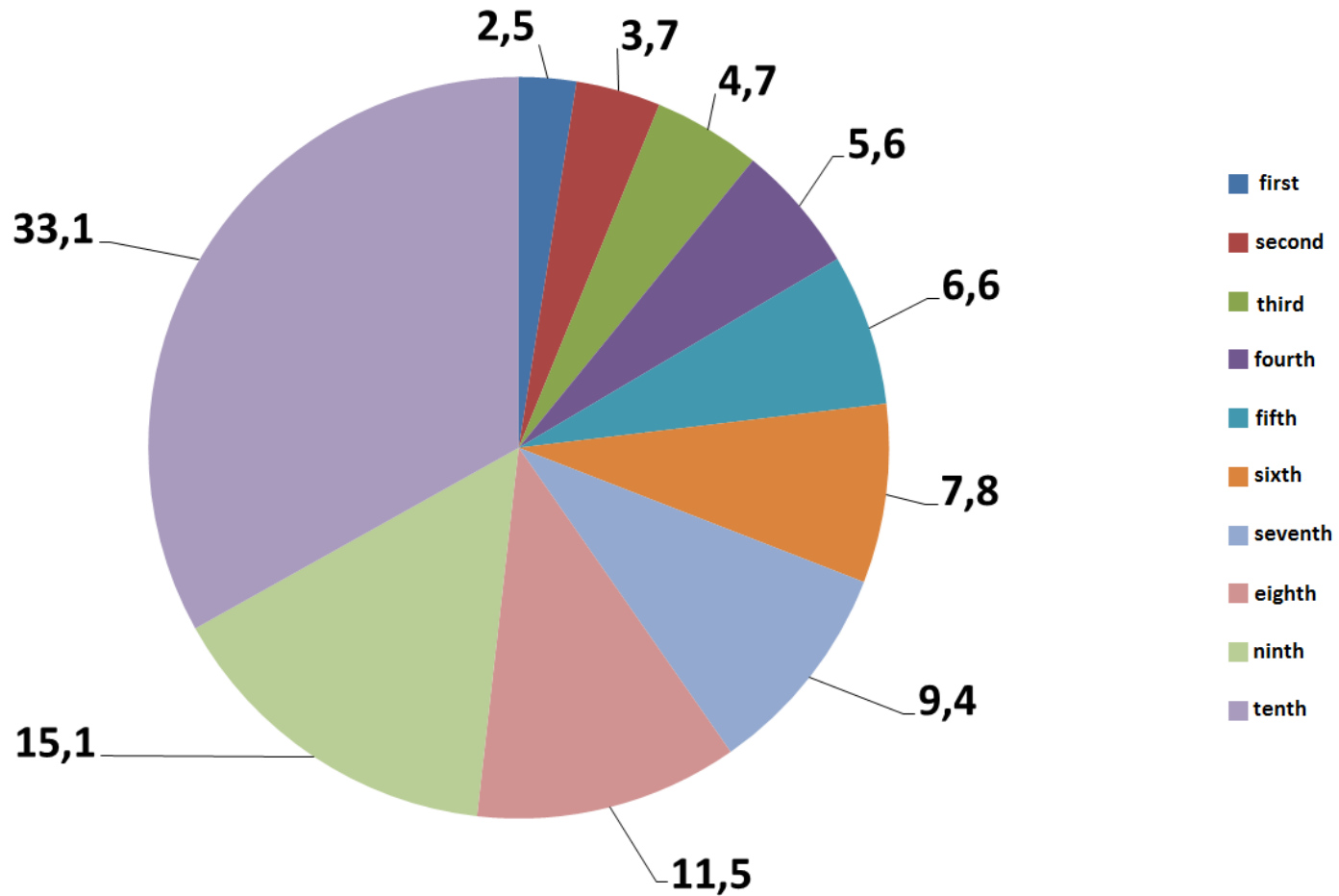
	2017	2019
Percentage of employed persons earning are below 2/3 of the median earnings, %	28,0	26,2
Percentage of employed persons earning are below minimum living wage, %	1,8	2,9



Income and benefits from employment

Distribution of earnings by deciles

(without small businesses, for April 2019)



3. WORKING TIME AND WORK-LIFE BALANCE

3a	Working hours	Mean weekly hours usually worked per employed person	+
		Percentage of employed persons usually working 49 hours or more per week	+
		Percentage of employed persons working part time for the main reason that they did not find a full-time job	+
		Employment by weekly hours usually worked (hours in standardised hour bands)	proxy
		Percentage of employed persons who work more than one job	+
3b	Working time arrangements	Percentage of employed persons who usually work at night	proxy
		Percentage of employed persons who usually work in the evening	proxy
		Percentage of employed persons who usually work on the weekend	proxy
		Percentage of employees with a flexible work schedule	proxy
3c	Work-life balance	Percentage of women, resp. Men aged 20-49 years who are employed with and without children under compulsory school age	+
		Percentage of employed persons whose working arrangements offer the possibility to work at home	proxy
		Mean duration of commuting time between work and home (one way)	proxy
		Percentage of employed persons entitled to leave for care responsibilities for children or adults	
		Percentage of parents in employment on parental leave	



WORKING TIME

Percentage of employed with formal contract by hours worked *

(according to the sample labour force survey, %)

Hours' per week	2013	2016	2018
Less than 30	5,4	5,7	5,8
49 and more	2,4	2,3	1,9

* By population aged 15-72 years.



WORKING TIME AND WORK-LIFE BALANCE

Number and percentage of employed women aged 20-49

	Million persons		In %	
	2017	2018	2017	2018
Total	25,1	25,2	100	100
with children under compulsory school age ¹⁾	5,2	5,1	20,6	20,2
Married woman	16,4	16,5	100	100
with children under compulsory school age ¹⁾	4,4	4,4	27,0	26,6
Single mother	3,6	3,5	100	100
with children under compulsory school age ¹⁾	0,8	0,7	21,1	20,2

1) Up to 6 years inclusive



4. SECURITY OF EMPLOYMENT AND SOCIAL PROTECTION

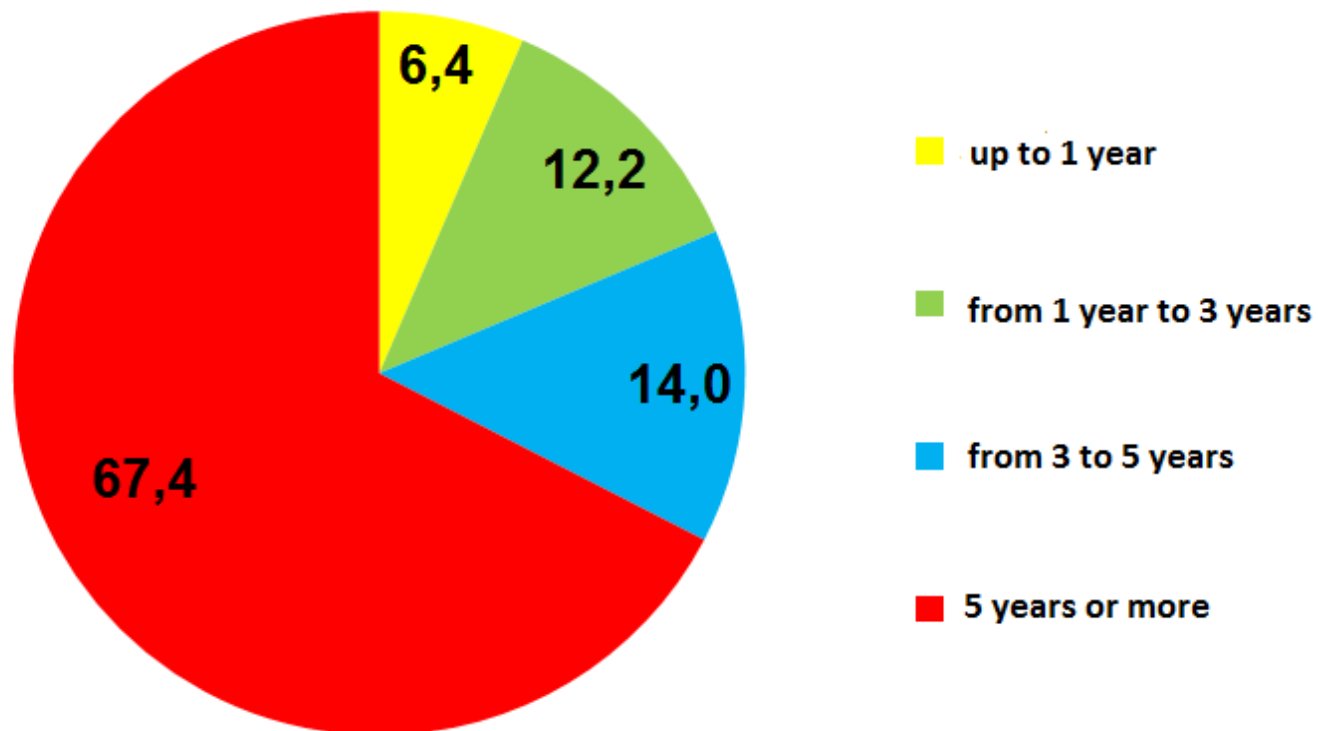
4a	Security of employment	Percentage of employed persons 25 years and older with fixed-term contract	+
		Percentage of employed persons aged 25 years or over whose number of years of tenure at the current job or with the current employer is (1) <1 year, (2) 1 - less than 5 years, (3) 5 - less than 10 years and (4) >= 10 years.	+
		Percentage of employed persons who are own-account workers	proxy
		Percentage of self-employed workers with only one client	
		Percentage of employed persons who might lose their job in the next six months	
		Percentage of employed persons via a temporary employment agency	+
		Percentage of employed persons without formal contracts or without pay slip / pay stub	+
4b	Social protection	Percentage of employed persons who are active contributors to a pension scheme	
		Percentage of employees that are active contributors to an unemployment insurance scheme	
		Percentage of employed persons who are active contributors to a medical insurance plan/scheme related to their employment	



SECURITY OF EMPLOYMENT

Employed population aged 25-72 years by number of years of tenure at the current job in 2018

(according to the sample labour force survey, %)



Percentage of employed population in the sphere of entrepreneurial activity without the formation of a legal entity¹⁾

(according to the sample labour force survey, %)

2013	2014	2015	2016	2017	2018
4,5	4,7	4,7	4,8	4,8	5,1

¹⁾ Individual entrepreneurs, farmers, own-account workers, excluding employees.

5. SOCIAL DIALOGUE

5.1	Collective bargaining coverage rate	Percentage of employees covered by collective bargaining agreements	+
5.2	Trade union density rate	Percentage of employees who are members of one or more trade union	+
5.3	Days not worked due to strikes and lock-out	Days not worked due to strikes and lock-out per 1000 employees (or employed persons)	+



6. SKILLS DEVELOPMENT AND TRAINING

6.1	Training participation	Percentage of employed persons having received job-related non-formal education and training in the past twelve months	proxy
6.2	Volume of training	Volume of job-related non-formal education and training per participant in the last twelve months (in days)	
6.3	Usefulness of training	Percentage of employed persons whose job-related non-formal education and training has helped improve the way they work	proxy
6.4	Learning at work	Percentage of employed persons whose job involves improving their skills	+
6.5	Employability	Percentage of employed persons whose work experience and job skills would be helpful to find another job	proxy
6.6	Skills match	Percentage of employed persons who have the opportunity to use their knowledge and skills in their current job	proxy



Number of employed persons having received job-related education or training in 2016

	Persons, million	In % of the total number of employees of the surveyed organizations
Total	6,1	20,1%

Type of training:

- professional retraining;
- skills development;
- internship;
- additional professional training;
- obtaining professional education (directed by the organization or independently);
- training courses

7. Employment-related relationships and work motivation

7a	Employment-related relationships	Percentage of employed persons who have a good relationship with their co-workers	
		Percentage of employees who have a good relationship with their supervisor	
		Percentage of persons who have been victim of physical, psychological or sexual violence in relation with their employment in the last 12 months	
7b	Work motivation	Percentage of employed persons who are able to choose their methods of work or to influence their pace of work	
		Percentage of employees who receive regular feedback from their supervisor	
		Percentage of employed persons who do “useful” work	+
		Percentage of employed persons who have to work at very high speed or to tight deadlines	proxy
		Percentage of employed persons who can influence decisions that affect their work	



Thank you for your attention!

