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Meeting of the
Group of Experts on
Quality of Employment
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Country feedback and possible changes of the Handbook on Measuring Quality of Employment

1. Evaluation Scheme

- Evaluation of each of the 62 indicators
- On the basis of four dimensions
- Using a three-step rating scale

Rating	Comprehen- sibility	Technical feasibility	Appropriateness of data source	Relevance for country
Low	1	1	1	1
Medium	2	2	2	2
High	3	3	3	3

2. Response

➤ 16 countries provided feedback (2018–2020)

Switzerland	Russia	USA
Spain	Japan	Mexico
Poland	Israel	Argentina
Netherlands		
Lithuania		
Italy		
Hungary		
Germany		
France		
Austria		

3. Analysis of the feedback

- Summary of comments for each indicator/dimension
- Mean ratings: values for each indicator/dimension

1a4 Percentage of employed persons who are exposed to mental well-being risk factors at work					LFS AHM	
	Comprehensibility	Technical feasibility	Used data source = appropriate data source?		Relevance for country	
DE	3	3	3	AHM2013	3	published
CH	3	3	2	Health Survey	3	
NL	3	3	2	LFS-data on exposure to mental health risk factors are not regularly collected. The main source is The Netherlands Working Conditions Survey, which provides annual data on employees. Bi-annual data on self-employed are derived from The National Survey of the Self-Employed.	3	The indicators published by Statistics Netherlands refer to the following risk factors: - time pressure and work load - job autonomy - emotional stress - violence, harassment and bullying. The indicators are based on The Netherlands Working Conditions Survey and The National Survey of the Self-Employed. They are published separately for employees and self-employed.
IT	3	3	3		3	
ESP	3	3	3	Economically Active Population Survey-EAPS, ad hoc modules 2013 and 2007	3	
LT	3	3	3		2	Too subjective measurement
PL	3	2	2	It is a subjective assessment of the respondent - the criteria of such assessment could be very different so it is not precise indicator. It is impossible to say that LFS AHM provides precise information on actual number persons who are exposed to mental well-being risk factors at work.	3	The LFS AHM does not provide precise information enabling the calculation of this indicator.
MEX	3	2	3		3	
USA						
JPN		2		The results are obtained from surveys of workers employed at workplaces of a certain size or more, and the results for all employers can not be calculated.	2	The Occupational Health and Safety Survey (actual survey) investigates whether workers feel a strong sense of work or occupational life, and what kind of stress they are, and compiles and publishes the percentage.
AT	3	3	3		3	

4. Main results: General feedback

- + Handbook is **very useful**, especially sheets of indicators
- + Many countries **regularly publish** various indicators. Some countries have **specific publications** (CH, ISR, DE, IT).
- Include more information related to countries outside EU
- Define relationship to other frameworks (e.g. OECD QWE)

4. Main results: Dimensions 1-7

Dimensions	Compre- hension	Feasibility	Data source	Relevance
D1 Safety and ethics of employment	3	2	2	2
D2 Income and benefits from employment	3	2	2	3
D3 Working time and work-life balance	3	3	3	3
D4 Security of employment and social protection	3	3	3	3
D5 Social dialogue	3	3	2	3
D6 Skills development and training	3	2	2	3
D7 Employment-related relationships and work motivation	3	2	2	2

4. Main Results: Dimension 1

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

4. Main Results: Dimension 2

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

4. Main Results: Dimension 3

Working time and work-life balance	Compre- hension	Feasibility	Data source	Relevance
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	3
3a4 Distribution of weekly working hours	3	3	3	3
3a5 Multiple job holders	3	3	3	3
3b1 Night work	3	3	3	3
3b2 Evening work	3	3	3	3
3b3 Weekend work	3	3	3	3
3b4 Flexible work schedules	3	3	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	3	3	3	3
3c5 Parental leave	3	3	3	3

4. Main Results: 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	3	3	3	3
4a5 Perceived job security	3	3	2	3
4a6 Temporary employment agency workers	3	3	3	3
4a7 Lack of formal contract	3	2	3	2
4b1 Pension insurance coverage	3	3	3	3
4b2 Unemployment insurance coverage	3	3	2	2
4b3 Medical insurance coverage	3	2	2	2

4. Main Results: Dimension 5

Social dialogue	Compre- hension	Feasibility	Data source	Relevance
5.1 Collective bargaining coverage rate	3	3	2	3
5.2 Trade union density rate	3	2	2	3
5.3 Days not worked due to strikes and lock-out	3	2	2	3

4. Main Results: Dimension 6

Skills development and training	Compre- hension	Feasibility	Data source	Relevance
6.1 Training participation	3	3	2	3
6.2 Volume of training	3	2	2	2
6.3 Usefulness of training	3	2	2	2
6.4 Learning at work	3	2	2	3
6.5 Employability	3	2	2	2
6.6 Skills match	3	2	2	3

4. Main Results: Dimension 7

Employment-related relationships and work motivation	Compre- hension	Feasibility	Data source	Relevance
7a1 Relationship with co-workers	3	2	2	2
7a2 Relationship with supervisor	3	2	2	2
7a3 Employment-related violence	3	2	2	3
7b1 Job autonomy	3	2	2	3
7b2 Feedback from supervisor	3	2	3	2
7b3 Intrinsic rewards	3	3	2	2
7b4 Work intensity	3	3	2	3
7b5 Organizational participation	3	2	3	2

5. Possible changes of the Handbook

- **Names of certain indicators** could be more precise, e.g.:
 - **3a4:** “Employment by weekly hours usually worked” – “Percentage of employed persons by weekly hours usually worked”
 - **7b1:** “Percentage of employed persons who are able to choose their methods of work or to influence their pace *or order* of work”

- **Reference period** is not clear, e.g.:
 - **2a4:** “Employment-related income of self-employed by deciles (local currency)” – monthly/hourly/yearly?

5. Possible changes of the Handbook

➤ **Concept of certain indicators could be reconsidered**, e.g.:

- **4a4:** “Percentage of self-employed with only one client” – “one or one *main* client”
- **3a3:** Involuntary part-time work – use indicator on underemployment instead

➤ **Categories of certain indicators could be reflected**, e.g.:

- **1a3, 1a4:** Reconsider list of physical and mental health risk factors
- **6.2:** “Volume of job-related non-formal education and training per participant in the last twelve months (in days)” – hours/days

5. Possible changes of the Handbook

➤ **New indicators** could be developed , e.g.:

- Informality
- Number of jobs
- Actual hours worked

➤ **Data sources** could be adapted

➤ **Changes due to IESS from 2021 onwards**

- Adapt variables, data sources, etc.

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Thank you!