



Measurement of quality of employment indicators in Ukraine: Current Status and Prospects for Development

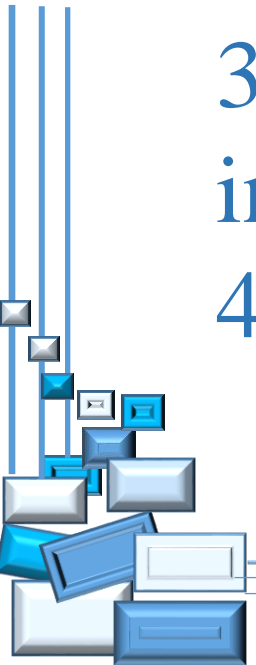
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Meeting of the Group of Experts on Quality
of Employment

Geneva, 14-16 May, 2024

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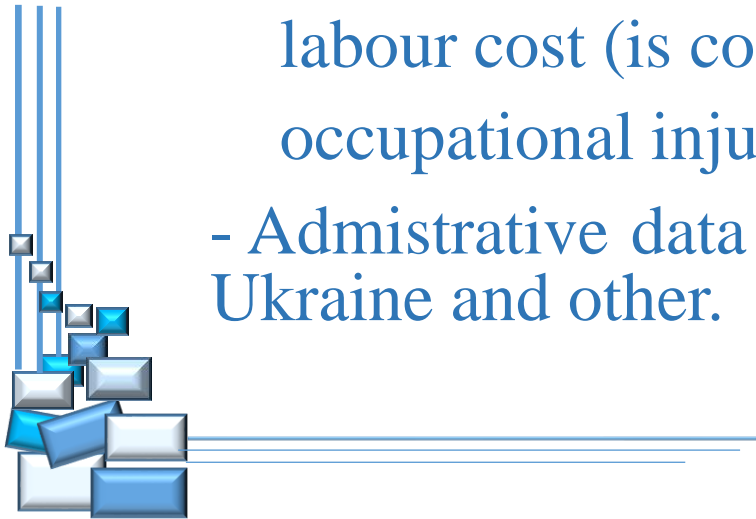
1. Information sources for measuring the quality of employment in Ukraine.
2. Main results regarding the assessment of quality of employment in Ukraine for 2017-2021.
3. Availability and use of quality of employment indicators.
4. Prospects for Development.



Information sources for measuring the quality of employment in Ukraine

The main information sources for measuring the quality of employment in Ukraine are as follows:

- Labour Force Survey and ad hoc modules;
- Enterprises surveys related to:
 - labour statistics;
 - labour conditions at enterprises (is conducted every two years);
 - structure of earnings (SES) (is conducted every four years);
 - labour cost (is conducted every four years);
 - occupational injuries;
- Administrative data of the Social Insurance Fund of Ukraine, Pension Fund of Ukraine and other.

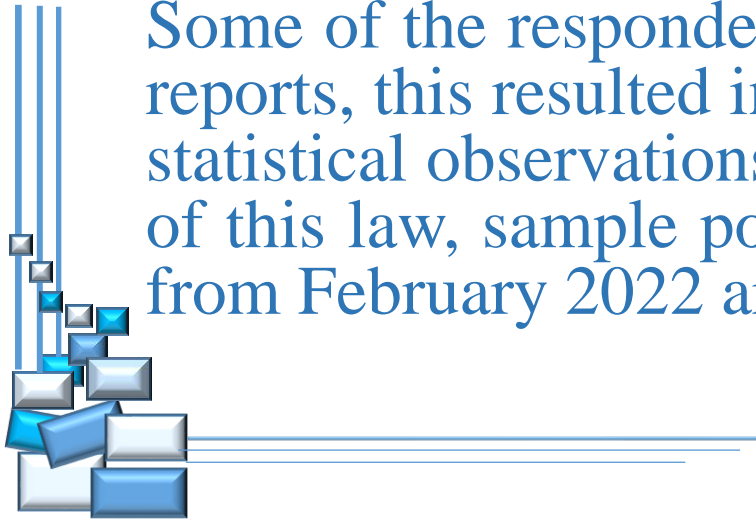


The presentation includes an analysis of available indicators in accordance with the Handbook on Measuring Quality of Employment (UNECE, 2015), which can be used to measure the quality of employment in Ukraine.

Special attention is focused on some dimensions.

The presentation gives the latest information on the quality of employment indicators for 2021. In line with the norms of Ukrainian's law on protection of interests of entities that submit reporting and other documents during the period of martial law or state of war, due to russia's military aggression against Ukraine, starting from February 2022, natural entities, natural entities-entrepreneurs, legal entities have the right not to submit statistical and financial reports during martial law or state of war.

Some of the respondents took advantage of this right and did not submit statistical reports, this resulted in information for 2022 and 2023 based on the results of some statistical observations not being available. Also, in accordance with the provisions of this law, sample population/households surveys including Labour Force Survey from February 2022 are not conducted.



Main labour market indicators of Ukraine, 2017-2021

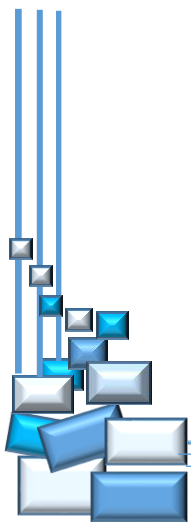
	2017	2018	2019	2020	2021
Participation rate of population in labour force, % ¹	62.0	62.6	63.4	62.1	61.8
Employment rate, % ¹	56.1	57.1	58.2	56.2	55.7
Share of informally employed population in the total number of employed population, % ¹	22.9	21.6	20.9	20.3	19.3
Unemployment rate, % ¹	9.5	8.8	8.2	9.5	9.9
Average monthly wages, UAH ²	7104	8865	10497	11591	14014
Average wage per worked hour, UAH ²	51	63	74	85	100
Salary ratio of women and men, % ²	78.8	77.7	77.2	79.6	81.4
Indices for real wages, % to the previous year ²	119.1	112.5	109.8	107.4	110.5

Sources: ¹ *Labour Force Survey (LFS), population aged 15-70,*

² *Enterprise survey on labour statistics*

Main Labour Market Indicators of Ukraine, 2017-2021

- According to the LFS data, **the number of labour force** aged 15-70 years in 2021 amounted to 17.3 million people, of whom 15.6 mln. were employed and while the remaining 1.7 mln. were unemployed. **Population participation rate in labour force** as compared to 2020 has decreased by 0.3 percentage points and amounted in 2021 to 61.8 per cent (in 2017- 62.0 per cent).
- **The employment rate** of population aged 15-70 years has fallen from 56.2 per cent in 2020 to 55.7 per cent in 2021. While **unemployment rate** of population aged 15-70 years as compared to 2020 has increased by 0.4 percentage points and amounted in 2021 to 9.9 per cent to labour force of the relevant age (in 2017 - 9.5 per cent).
- The share of informally employed population aged 15-70 years in the total number of the employed has fallen from 22.9 per cent in 2017 to 19.3 per cent in 2021.
- Average monthly wages have increased from 7 104 UAH (237 euros) in 2017 to 14 014 UAH (434 euros) in 2021. Average wages per worked hour have increased too from 51 UAH (2 euros) to 100 UAH (3 euros) respectively.



1. Safety and Ethics of Employment

(1a) Safety at work

	2017	2018	2019	2020	2021
Fatal occupational injury rate, per 100,000 employees ¹	3.8	3.6	5.5	5.4	7.6
males	7.3	7.0	11.0	9.7	10.8
females	0.8	0.7	0.8	1.6	4.8
Non-fatal occupational injury rate, per 100,000 employees, %¹	53.5	49.1	53.5	85.1	166.0
males	83.6	76.8	81.9	81.6	106.5
females	27.8	25.6	29.1	88.1	217.7
Average number of days of absence from work per injured employee¹	55.4	53.2	52.3	27.2	16.3
Share of employees employed in jobs with harmful working conditions, as of December 31, %²	28.4	-	29.6	-	...

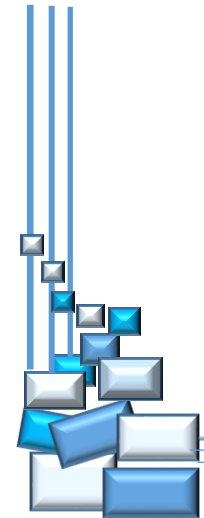
¹The data for 2017 -2018 are given according to the results of the state statistical observation on occupational injuries, for 2018-2021 – according administrative data of the Social Insurance Fund of Ukraine

²Enterprise survey of labour conditions at enterprises (is conducted every two years)

1. Safety and Ethics of Employment

(1a) Safety at work

- In 2020 and 2021, the most victims have occurred in the sphere of health care.
- In 2021, among the **accidents that caused injuries**, 43.8% were due to man-made, natural, environmental, and social causes, 40.4% were due to organizational causes (of which two-thirds were violations of labor and production discipline), 12.6% - psychophysiological, and 3.2% - technical reasons.
- Every third employee in 2019 was employed in jobs with harmful working conditions. **Share of employees employed in jobs with harmful working conditions** as compared to 2017 has increased by 1.2 percentage points and amounted in 2019 **29.6% of total employees**.



1. Safety and Ethics of Employment

(1b) Child Labour and Forced Labour

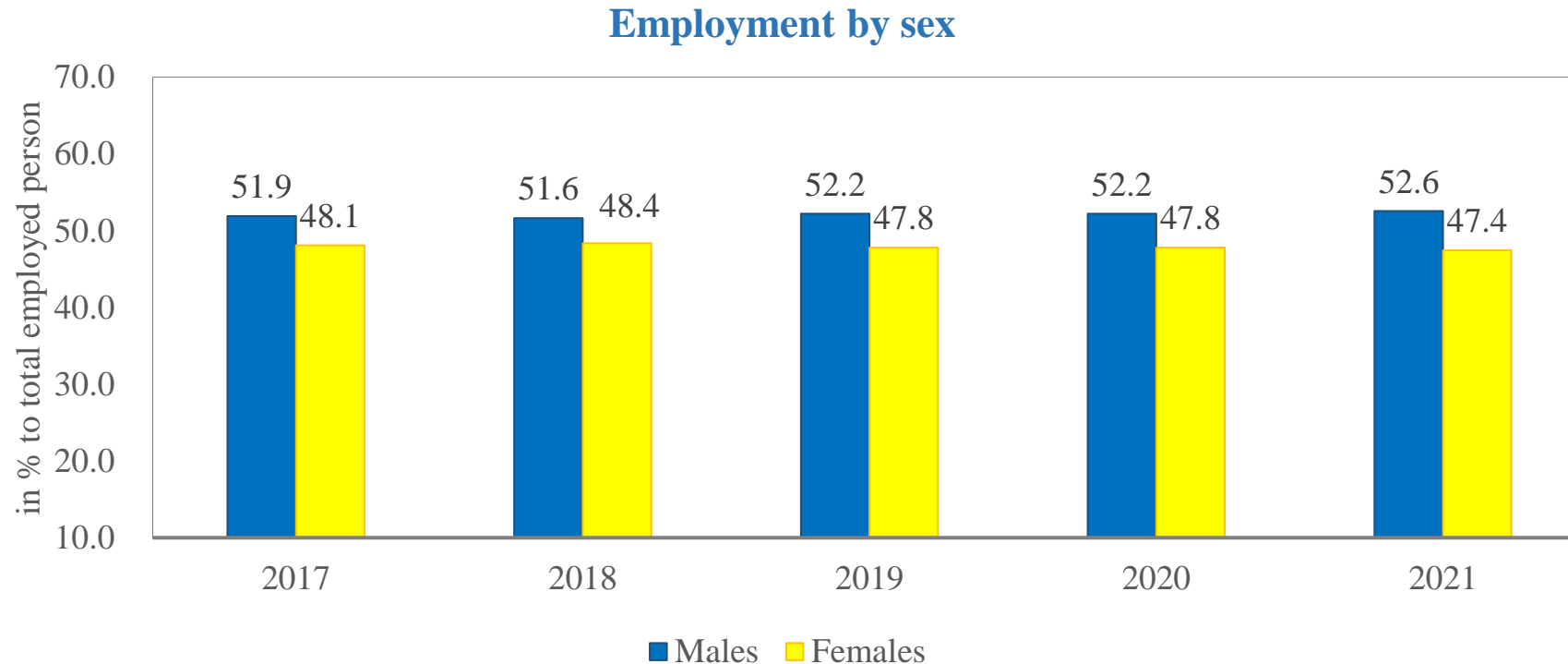
	Total	Boys	Girls
Percentage of children aged 5 to 17 years who are engaged in child labour	5.1	6.2	3.9
Percentage of children aged 5 to 17 years who are engaged in hazardous child labour	1.5	2.1	0.8
Percentage of children aged 5 to 17 years who are engaged in worst forms of child labour other than hazardous work	3.6	4.1	3.1

¹The data are given according to the results of Modular Child Labour Survey (MCLS) which conducted in 2014 with the technical assistance of the International Labour Organization.

- According to the MCLS data, 264.1 thousand children aged 5-17 year were involved in child labour, which is 5.1 percent of the total number of children and 43.5 percent of children working during the reference week (607.4 thousand children). Boys were characterized by a higher participation in child labour than girls (6.2 percent versus 3.9 percent). Most children in child labour (187.7 thousand or 3.6%) did not formally face the risks of hazardous work.

1. Safety and Ethics of Employment

(1c) Fair treatment of employment

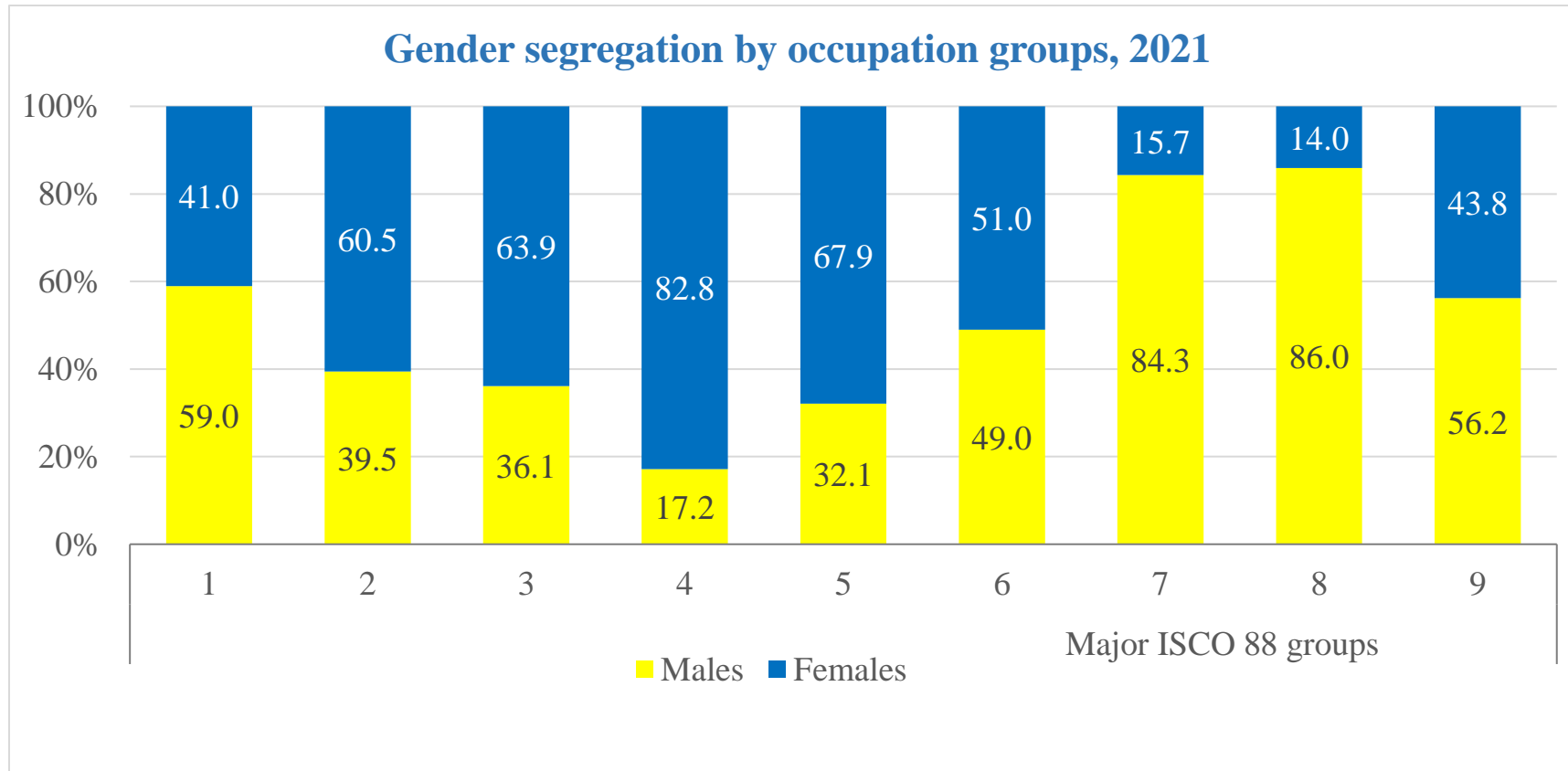


Source: *Labour Force Survey (LFS), population aged 15-70*

➤ During 2017-2021 the structure of the employed population aged 15-70 years by sex remained almost unchanged, the share of women ranged within 47.4 and 48.4 per cent, and the share of men, from 51.6 to 52.6 per cent.

Safety and Ethics of Employment

(1c) Fair treatment of employment

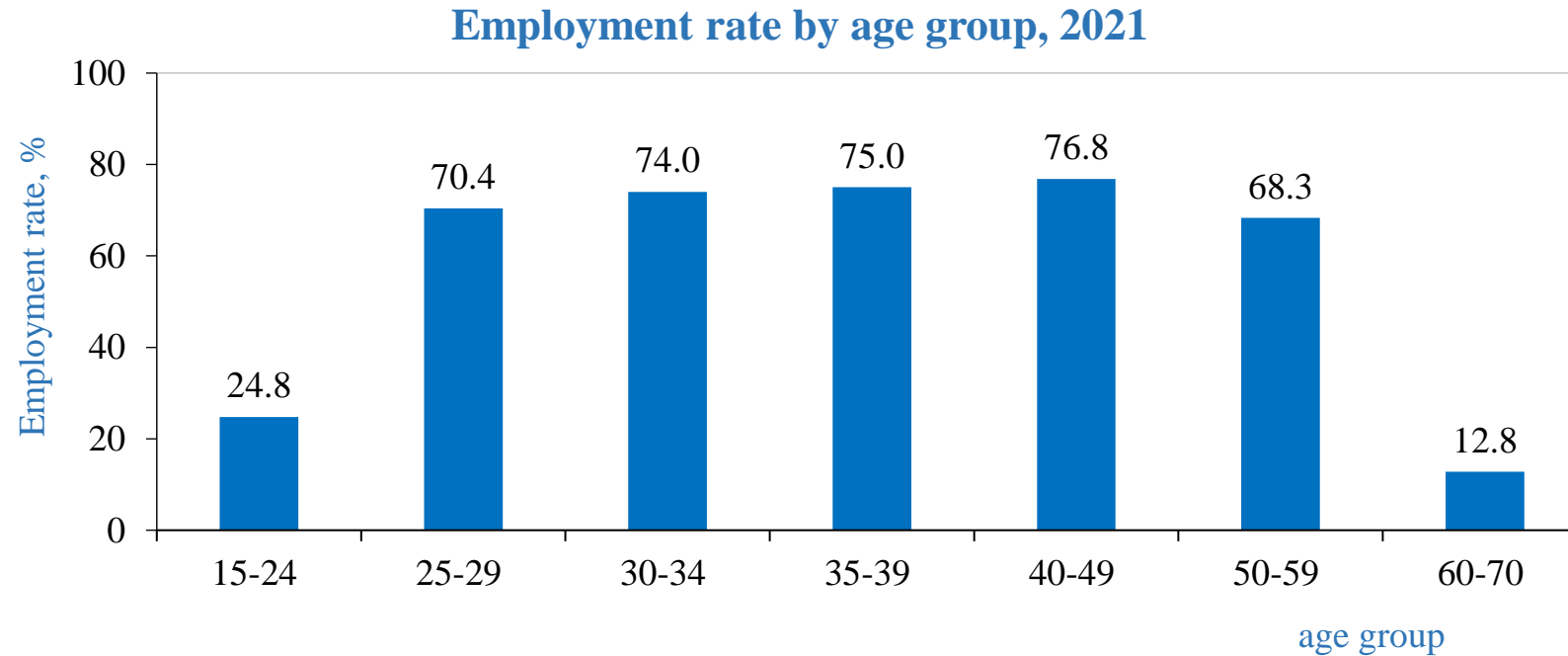


Source: *Labour Force Survey (LFS), population aged 15-70*

➤ The analysis of the distribution of the employed persons by occupation (ISCO 88) reveals that men dominate in the major groups 1, 7, 8 and 9 (with shares between 59.0 per cent and 86.0 per cent). Women dominate in the major groups 2, 3, 4, 5, 6 (with shares between 51.0 and 82.8 per cent).

1. Safety and Ethics of Employment

(1c) Fair treatment of employment



Source: *Labour Force Survey (LFS), population aged 15-70*

- The highest employment rate in 2021 was observed for persons aged 30-49, the lowest, for persons aged 15-24 and 60-70.

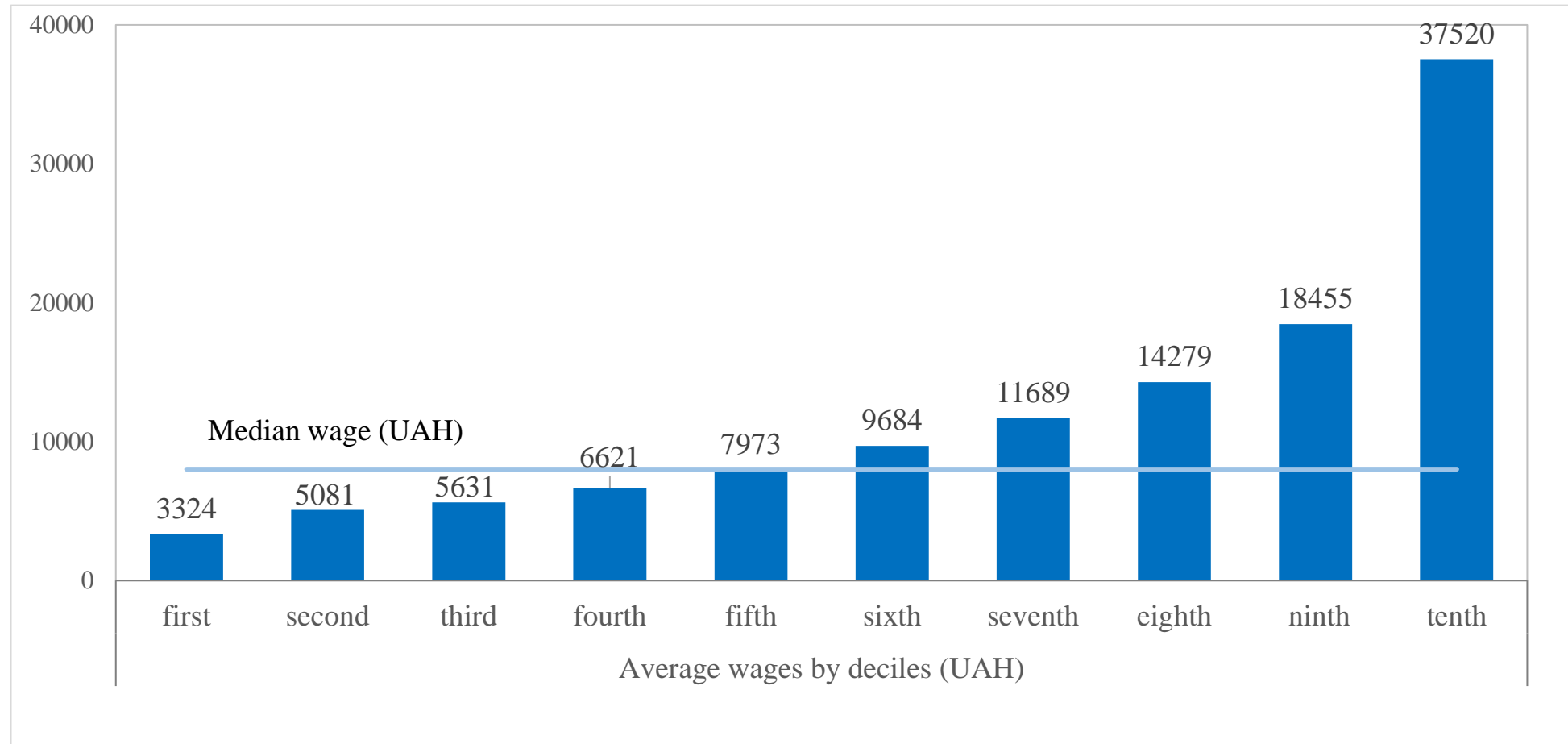
2. Income and benefit from employment

(2a) Income from employment

	2017	2018	2019	2020	2021
Average wage, UAH	7104	8865	10497	11591	14014
Males	8021	10083	11961	13031	15563
Females	6321	7830	9237	10369	12668
Percentage of employees, whose salary in December was calculated within the minimum wage	6.6	5.7	5.4	7.0	13.4

Source: Enterprises survey on labour statistics

Average wages by deciles in October 2020



Source: Enterprise survey on Structure of Earnings (SES)

3. Working time and work-life balance

(3a) Working hours

	2017	2018	2019	2020	2021
Share of employed persons working 49 hours and more per week , %	4.5	4.6	4.5	3.8	3.8
Males	5.9	6.0	6.0	5.1	5.2
Females	2.9	3.0	2.8	2.3	2.3
Share of employed persons working less 30 hours per week, %	6.9	6.9	6.8	7.3	7.3
Average usual duration of working week, hours	40	40	40	40	40
Share of the employed who have more than one job,%	3.8	3.9	0.7	0.6	0.6
Percentage of employed persons working part time for the main reason that they did not find a full-time job, %	0.3	0.1	0.1	0.3	0.2

Source: Labour Force Survey (LFS), population aged 15-70

3. Working time and work-life balance

(3a) Working hours

Employed population by duration of usual of working week, sex and type of area, 2021

	Total	Males	Females	Urban area	Rural area
Employed population aged 15–70 years, %	100.0	100.0	100.0	100.0	100.0
including by usual duration of working week, %					
up to 20 hours	1.6	0.8	2.6	1.1	2.8
20–29 hours	3.9	2.6	5.3	2.0	8.1
30–39 hours	6.7	5.6	7.9	5.2	10.2
40 hours	75.5	75.8	75.2	79.4	66.7
over 40 hours	12.3	15.2	9.0	12.3	12.2
Average usual duration of working week, hours	40	40	39	40	38

Source: *Labour Force Survey (LFS), population aged 15-70*

3. Working Hours and Balancing Work and Non-working Life

(3a) Working hours

- The statutory duration of the working week in Ukraine is 40 hours. In 2021, the estimated average usual duration of working week was 40 hours per employed person; it remained unchanged as compared to the previous years.
- During 2017-2021, share of employed persons working 49 hours and more ranged within 3.8-4.6 per cent. The highest value of this indicator was observed in 2018.
- Share of employed persons working less than 30 hours per week as compared to 2017 has increased by 0,4 percentage points and amounted in 2021 7.3 per cent.

5. Social Dialogue

	2017	2018	2019	2020	2021
Share of employees covered by collective wage bargaining, % ¹	75.6	74.8	73.2	71.8	70.2
Percentage of employees who are members of one or more trade union ²	39.1	38.8	36.0	34.6	33.8
Males	35.4	35.4	32.7	31.5	30.5
Females	42.9	42.3	39.4	37.9	37.1

Sources:

¹ *Survey of enterprises on labour statistics - monthly at enterprises with more than 9 employees (the indicator is available annually).*

² *Labour Force Survey (LFS), population aged 15-70.*

- The coverage of enterprise-level collective agreements in Ukraine as compared to 2017 has decreased by 5.4 percentage points and amounted in 2021 to 70.2 per cent. Percentage of employees who are members of one or more trade unions has fallen from 39.1 per cent in 2017 to 33.8 per cent in 2021. During this period, the share of women who were members of one or more trade unions among female employees was higher than this indicator among male employees.
- According to the administrative data of the Federation of Employers of Ukraine, in 2018-2021, 5 million workers worked at enterprises belonging to the employers' organization, which is more than 70 per cent of the number of employees of all economic entities.

Quality of Employment Indicators: Availability and Use

Dimension	N of ind.-s	Available	Unavailable
1. Safety and ethics of employment	12	8	4
2. Income and benefits from employment	10	3	7
3. Working hours and balancing work and non-working life	15	5	10
4. Security of employment and social protection	12	7	5
5. Social dialogue	4	4	-
6. Skills development and training	6	-	6
7. Workplace relationships and work motivation	8	-	8
<i>Total</i>	67	27	40

Quality of Employment Indicators: Availability and Use

- The table shows the number of observable indicators based on the regular, periodic, one-time observations and administrative data. In the national practice 40% of proposed indicators has been already used to analyze the quality of employment of which cover the first five dimensions of the quality of employment framework.
- As can be seen from the data in the table, in Ukraine, the most complete information on the quality of employment is obtained in relation to indicators of the dimensions of "Social dialogue" (100%), "Safety and ethics of employment" (67%), "Security of employment and social protection" (58%).
- A third of the information is obtained regarding indicators of the dimensions of "Income and benefits from employment" and "Working hours and balancing work and non-working life".

Prospects for Development

- According to the Program of official statistics till 2028, the national statistical system will be harmonized with international and European norms and standards. As part of the measures to implement this direction, the development/improvements to the methodology and system of indicators regarding employment and unemployment, health care, professional training and lifelong learning (including training at enterprises), labour protection statistics and other fields of statistics are provided for.
- In accordance with Regulation (EU) 2019/1700 of the European Parliament and the Council of October 10, 2019 and its implementing regulations, in 2024 the methodology and list of Labour Force Survey indicators will be improved, which will be implemented since 2025.
- The State Statistics Service of Ukraine will continue its work on expanding the use of administrative data during the conducting of statistical observations and for obtaining information on the quality of employment.
- The implementation of all the mentioned measures will allow obtaining additional information on indicators of the quality of employment in the first four dimensions ("Employment safety and ethics", "Income and benefits from employment", "Working hours and balancing work and non-working life", "Security of employment and social protection«) and create a basis for obtaining data of the dimensions of "Skills development and training" and "Workplace relationships and work motivation".

Thank you for your attention!

