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Conference of European Statisticians manuals, guidelines and recommendations**Potential indicators for measurement of quality of employment****Note by the secretariat***Summary*

This document presents a set of potential indicators for statistical measurement of quality of employment. It is prepared by the United Nations Economic Commission for Europe's Task Force on the Measurement of Quality of Employment. The indicators are grouped under seven dimensions that, according to the Task Force, broadly outline quality of employment: safety and ethics of employment, income and benefits from employment, working hours and balancing work and non-working life, security of employment and social protection, social dialogue, skills development and training, and workplace relationships and work motivation. The document does not provide details on the indicators including operational definitions, methodological guidelines or suggestions on specific data sources. It refers mainly to the measurement of quality of employment at the national level.

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Background to the development of this document

1. The creation of the Task Force that prepared this document followed several important international seminars held in Geneva over the last five years on issues related to quality of work. The Joint United Nations Economic Commission for Europe (UNECE)/International Labour Office (ILO)/Eurostat seminar in May 2005 discussed issues related to the importance of measuring quality of employment. At that meeting, much of the attention was on the three sets of indicators measuring the qualitative aspects of work and labour already in use: the ILO's measurement of Decent Work; the European Commission Quality of Work Indicators; and the indicators used by the European Foundation for the Improvement of Living and Working Conditions (EF) in their European Working Conditions Survey. These sets of indicators, it was discovered, had similar characteristics which should be exploited towards the development of a single, coherent measurement of qualitative aspects of work and labour. The Seminar recommended the creation of a Task Force to propose a set of indicators to measure quality aspects of labour and employment, and prepare a possible document for discussion at the 2007 joint UNECE/ILO/Eurostat seminar.

2. There was another meeting later that year, at the ILO headquarters in Geneva, in October 2005. The focus of that International Seminar was to examine how Labour Force Surveys could be used to measure the qualitative dimension of employment. One of the Seminar's conclusions was that since Labour Force Surveys were central to the statistical systems run by most National Statistical Offices, they could be useful tools for measuring internationally comparable data.

3. In April 2007, the Joint UNECE/ILO/EUROSTAT Seminar on the Measurement of Quality of Work moved the work closer towards developing a single set of quality of employment indicators and recommended the creation of a Task Force to further the work. The Task Force was given its mandate by the Conference of European Statisticians (CES) in June 2007. Among the objectives of the Task Force were:

(a) To refine the list of indicators developed by a previous Task Force, taking into consideration the proposals made at the seminar in April 2007;

(b) To consider additional indicators including those for which data may not be currently available, as discussed at the seminar;

(c) To test the newly created list of indicators against a set of criteria to be developed by the Task Force.

4. The Task Force, chaired by Statistics Canada, met several times over two years. This document is a reflection of the views of the Task Force members, amended to take into account the outcomes of the 2009 Joint UNECE/ILO/Eurostat meeting on the Measurement of Quality of Employment. At that meeting, the basic principals of the document were adopted, and suggestions for improvement were made which have been subsequently incorporated. The CES Bureau reviewed the document in February 2010 and asked the secretariat to conduct a large consultation with the CES members prior to the June 2010 plenary session of the CES.

I. Introduction

5. Quality of employment is an issue of importance to citizens, policy makers, governments and researchers. That is why countries have labour laws and regulations that prohibit or limit certain forms of work. Some types of employment are deemed illegal (e.g.

forced or child labour), while other rules regulate the workforce, without banning activities outright (e.g. by setting maximum working hours). Other labour regulations protect the safety of the worker.

6. The head of the ILO, for example, has stated: “The primary goal of the ILO is to promote opportunities for men and women to obtain decent and productive work”¹. In Europe, the promotion of quality of work is a “guiding principle” in the Social Policy Agenda of the European Union (EU).² In 2000, heads of state and governments of the EU met in Lisbon to launch a series of reforms. At this meeting, a new “overall goal of moving to full employment through creating not only more, but also better jobs” was set.³ Subsequent meetings of the European Council have also concluded that promoting quality and productivity at work is a priority for the EU.

7. To meet their needs to monitor and develop policies to improve quality of work, both the ILO and the EU have developed statistical indicators. The ILO indicators cover all elements of the Decent Work Agenda. Within the EU, two sets of statistics are used. One set of indicators is maintained by the European Commission for monitoring labour market policies. Another was developed and is being used by the European Foundation for the Improvement of Living and Working Conditions for their work on this topic.

8. Each of these groupings of indicators suits a particular purpose or policy agenda. None are broad enough to cover all aspects of quality of employment. As a result, in 2007 a Task Force was set up to unify the elements in the different sets of indicators already in use, and develop and test new ideas. The Task Force was composed of representatives from Canada (Chair), France, Finland, Hungary, Israel, Italy, Poland, Eurostat, the European Foundation for the Improvement of Living and Working Conditions, Women in Informal Employment: Globalizing and Organizing (WIEGO), ILO and UNECE. Later, Mexico, Moldova and Ukraine joined the Task Force. This document is the result of the work of the Task Force.

II. Nature of the report

9. Quality of employment is a subjective concept which cannot become concrete without injecting some value judgement into the discussion. Value judgements may differ from country to country simply because of their nature. This may be due to the context in which they are made: as an example, a country’s view of the quality of employment for those with few hours of work may differ during a situation of recession compared to a period of strong growth. Similarly, the definition of good or bad jobs across countries may differ depending on average levels of income across countries. It is not possible for statisticians to define subjective issues like good, bad, quality, etc. However, statisticians do have a role to play in areas that are subjective. Indeed, their role may be critical in providing objective information that becomes the basis for overall subjective conclusions that policy makers and governments may wish to draw.

10. An example is the determination of quality of life which is of interest to all governments. Quality of life includes diverse spheres such as economic, social and

¹ Juan Somavia, ILO Director-General, as stated on www.ilo.org/global/About_the_ILO/Mainpillars/WhatisDecentWork/lang--en/index.htm, March 10, 2010.

² Lozano, Esteban. *Quality in work: Dimensions and Indicators in the Framework of the European Employment Strategy*, UNECE/ILO/Eurostat Seminar on the Quality of Work, Geneva, May 11 to 13, 2005, p. 2.

³ IBID, p. 2.

environmental outcomes. If indicators for all such spheres move in the same direction, it may be concluded that quality of life has improved. In the more common case they do not. The role of statisticians then is not to determine the direction and size of a change in quality of life but rather, to supply the data which others then use to determine the direction of such a change, assigning appropriate weights to the quality of life components.

11. In this context, having thoroughly studied the issue of quality of employment, the Report presents a common set of indicators that the Task Force believe is comprehensive enough to support work by countries in determining quality of employment in their regions. Countries wishing to assign the direction of change in these indicators would complement the objective indicators with value/normative judgements.

12. Depending on needs, countries also develop different types of data or have information on a somewhat different basis. Some information related to quality of employment may be available in one country but not in another. In the view of the Task Force, it may not be possible or efficient for each country to produce exactly the same information. Rather, the approach pursued here is to provide a comprehensive set of indicators from which countries may draw in making choices.

13. Another element to consider is that some indicators of quality of employment may move in one direction while others may do the opposite. In interpreting the indicators presented in this Report, users may wish to take a holistic view on the direction of change in the overall quality of employment.

14. It is natural, as well, to accept that movements in an indicator may convey different meanings in different countries on changes in quality of employment: for example, an increase in the numbers of hours worked per employee for a given domain may mean a reduction in the quality of employment in a country where policy-makers' view is that employees are overworked, compared to another country where there may be a general lack of work.

III. Determining potential indicators

15. The potential indicators provided in this document are focused on facilitating measurement of quality of employment from the perspective of the worker.

16. With this broad perspective in mind, the Task Force followed a number of principles as they developed these indicators. They were:

(1) The set of indicators on measurement of quality of employment should be as broad as possible to allow maximum choice for countries;

(2) Each aspect of quality of employment should be of sufficient importance within a country to justify measurement;

(3) The indicators of quality of employment are organized using a transparent, logical structure;

(4) The statistics of quality of employment should be technically feasible to produce, but the current availability of data should not drive the development of indicators. While designed to draw from existing sources, countries may need to consider expanding the collection of statistics on quality of employment where desirable;

(5) The indicators should be developed, wherever possible, using internationally-accepted computational methodologies and definitions;

(6) The indicators should be those for which both National Statistical Offices (NSOs) or other statistics-producing bodies find appropriate;

(7) The Report does not offer a formal international recommendation to require countries to produce these data;

(8) The Report offers no recommendation on producing indicators to facilitate international comparisons.

17. The first and second principles ensure that comprehensive, varied indicators will allow countries opportunities to measure quality of employment for workers in any economic sector, of any age, in any occupation, or status in employment and in any country. The indicator list is flexible enough to address the particular needs of any part of the world. Because it has been developed with a broad approach to the measurement of quality of employment, countries may find that not all parts of the employment quality measurement are applicable.

18. The third principle relates to the organization of the indicators. The indicator list needs a clear structure. The structure chosen here is based on human needs from work. Employment or work can be viewed as an activity to meet human needs. This view offers a logical structure to the quality of employment indicators and ensures all aspects of quality of employment are covered.

19. The fourth principle ensures practicality, suggesting simple indicators that can be produced using data collection programmes common in many countries, such as population censuses or household surveys (e.g. labour force surveys). This aims to facilitate ease of use, although it should be of lower priority in terms of a guiding principle – practicality is important, but simply choosing what is currently available would not be appropriate for statistical development. There are important aspects of quality of employment which are rarely measured by NSOs. For those aspects indicators are proposed where, in principle, measurement is considered to be feasible. All indicators have been measured in at least one country, as reflected in the “Country Pilot Reports” commissioned by the Task Force.

20. The fifth principle relates the indicators to the international standards now in place. There are two advantages that this brings – first, there is no point in any duplication in effort; second, this principle facilitates an evolution into an international standard, should the international community decide to proceed down that route.

21. Since qualitative aspects of work are the subject of the study, “access to employment” was a dimension considered, but determined to be outside the scope of Task Force’s work. However, one cannot forget the general labour market conditions when using the indicators to produce analysis of the state of quality of employment in a country. To get a full picture of the labour market situation of a country, the indicators on quality of employment should ideally be accompanied by regular indicators on employment and unemployment, for example unemployment and labour force participation rates. The conventional labour market indicators, in particular those that adequately reflect access to employment of certain vulnerable groups of population, are an essential piece of information for interpreting the results of the measurement of quality of employment. In turn, qualitative measures can assist in interpreting conventional indicators of employment and unemployment - certain qualitative aspects of the work available, for example, can result in lower labour market participation, especially for vulnerable groups like school-leavers, re-entrants or elderly.

IV. Defining the dimensions of quality of employment

22. The Task Force suggests that the following seven dimensions be used to organize the indicators:

- (a) Safety and ethics of employment

- (i) Safety at work
- (ii) Child labour and forced labour
- (iii) Fair treatment in employment
- (b) Income and benefits from employment
 - (i) Income
 - (ii) Non-wage pecuniary benefits
- (c) Working hours and balancing work and non-working life
 - (i) Working hours
 - (ii) Working time arrangements
 - (iii) Balancing work and non-working life
- (d) Security of employment and social protection
 - (i) Security of employment
 - (ii) Social protection
- (e) Social dialogue
- (f) Skills development and training
- (g) Workplace relationships and work motivation
 - (i) Workplace relationships
 - (ii) Work motivation.

A. Safety and ethics of employment

23. The dimension on safety and ethics of employment can be defined as a group of indicators that provides general information on workplace injuries and deaths, and forms of labour such as forced labour or some types of child labour, as well as unfair treatment like discriminatory or harassing work situations.

24. Risks of injury or death can exist across all types of work, and thus indicators of the safety of work are an important element of quality of employment.

25. The forced labour sub-dimension is defined as those indicators that provide information on any “work or service that is extracted from any person under the menace of any penalty and for which the said person has not offered himself or herself voluntarily”.⁴ This includes such practices as slavery, bonded labour and involuntary labour resulting from human trafficking.

26. The ILO in the International Programme on the Elimination of Child Labour (IPEC) has worked extensively in this area. The ILO Statistical Information and Monitoring Programme on Child Labour (SIMPOC), which is the statistical arm of IPEC, provide statistics on the extent, characteristics and determinants of child labour. The 18th International Conference of Labour Statisticians (24 November-5 December 2008) adopted

⁴ International Labour Organization, Convention No. 29.

the Resolution concerning statistics of child labour, which contains concepts, definitions and methods of data collection on child labour, including its worst forms.⁵

27. The ethics of work dimension would not be complete without considering discrimination. Issues of discrimination are captured in the sub-dimension fair treatment in employment⁶, which is aimed at showing how fairly population groups or sub-populations are treated in employment. Particular attention should be paid to labour market conditions of women, various age groups, people of certain ethnic origins, people with physical or mental disabilities, indigenous populations and migrant populations.

28. The sub-dimension on fair treatment in employment is an exceptional case that requires a special approach. In order to assess the level of fair treatment in employment in principle all quality aspects should be considered for all of the meaningful demographic and social categories in the population. Rather than propose separate indicators for this sub-dimension, the recommendation of the Task Force is to produce as many quality of employment indicators as possible for the groups for which society might have concerns about their fair treatment, and compare those groups with each other or to the results for the general population.

29. The approach to fair treatment advocated here was well-implemented in the country case studies prepared for the Meeting on the Measurement of Quality of Employment held in Geneva 14-16 October 2009. For many of the indicators, countries highlighted the important effects of sex and age on quality of employment. Additional important variables in these studies were immigrant/non-immigrant status and geographic region.

B. Income and benefits from employment

30. An important component of quality of employment is the income that people receive. The concept of income is framed broadly to include not only income and earnings but also the benefits that an employer might provide (and pay for). People value the payment for their work, but they also consider the leave, the health coverage and other benefits provided by their work when asking themselves “what is a good job?”⁷

31. This dimension provides information on any compensation paid to employees, or income from self-employment. This compensation may take the form of wages and salaries or other remuneration such as bonuses, commissions, gratuities, remuneration income in kind, taxable allowances, retroactive wage payments and stock options. This remuneration could be calculated both on a “gross” and a “net” basis – that is, before and after deductions such as contributions to income tax, employment insurance, pension funds etc. It often also covers non-wage pecuniary benefits such as supplementary medical, dental or pharmaceutical benefits.

⁵ ILO, *Resolution concerning statistics of child labour*. 18th ICLS, Report of the Conference, pp. 56-66. Geneva 2009.

⁶ Elimination of discrimination in respect of employment and occupation is part of the ILO's 1998 Declaration on Fundamental Principles and Rights at Work and covered by the Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

⁷ In a survey conducted on about 2,500 Canadians, over half of the respondents said that benefits were “very important” in a job, while over 6 in ten said that good pay was very important. Interestingly, the same survey compared what workers want in a job to what they feel they actually get. The largest “job quality deficits” were noted in pay, benefits and the related concept of advancement opportunities.

C. Working hours and balancing work and non-working life

32. The number of hours worked and their scheduling is another important aspect of the quality of employment. In the context of some countries, given their economic circumstances, excessively long or involuntary short hours of work may have a significant impact on human well-being. For other countries, such data may not offer clear implications for quality of employment.

33. In addition to the number of working hours, the timing or when the hours are worked may also be relevant. A separate sub-dimension on working time arrangements is needed to show, for example, the days of the week or times of the day when persons work.

34. In addition to the number of hours that people work per week, another variable of interest is work schedules' compatibility with school schedules (if they have children), and whether a schedule is regular and consistent. Being able to choose the schedule may also be of interest, as more and more employers offer flexible work arrangements. For work-life balance measures, statistics on hours worked among mothers should be considered, given their continued dominant role in unpaid work and child care in most countries.

D. Security of employment and social protection

35. Security of job indicators are clearly important in determining quality of employment. For jobs that are not secure, indicators on social protection of workers in such cases would also be of interest.

36. Security of employment involves information on the degree of permanence and tenure of the work, status in employment, and the formal or informal nature of employment. Information on the degree of "flexicurity" of employment (a combination of flexibility and security) may also be of interest.

37. Social protection may be available in a variety of forms including unemployment insurance, pensions, and paid maternity or parental leaves. The Task Force suggests that such protection not be covered under the banner of pay and benefits.

E. Social dialogue

38. The degree to which the freedom to organize, strike and collectively bargain exists, and the degree to which employed people are able enter into social dialogue with employers and governments may be seen as an aspect of quality of employment. Social dialogue encompasses freedom of association and the right to organize and bargain collectively. Social dialogue includes all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

F. Skills development and training

39. The dimension skills development and life-long learning contains indicators that show the degree to which workers are trained, and whether employed people are under or over-qualified for their work. This dimension of quality of employment should focus on indicators of training. Skills are not just a function of the abilities and training of the worker, but also reflect the nature of the job itself.

G. Workplace relationships and work motivation

40. Workplace relationships and work motivating characteristics of the work may be considered as elements of quality of employment.⁸ Two sub-dimensions are distinguished: workplace relationships and work motivation. The first relates to the social characteristics of the work and the second comprises the more individual motivational characteristics.⁹

41. A modern-day concern is how well we get along with our co-workers. The sub-dimension on workplace relationships focuses on inter-employee dialogue and relationships, as well as communications between employee and their supervisors. The final element of quality of employment is work motivation, a less-tangible aspect of employment quality. This dimension provides information on characteristics of employment which provide motivation and/or make the worker feel comfortable, and taken seriously. It captures elements of the work such as having valuable goals, competence, autonomy, and sufficient feedback from the work.

V. Moving from dimensions to indicators

42. The table at the end of this document shows how to parley the higher-level, conceptual discussion in the earlier parts of this report, into statistical indicators. Again, the goal is not to establish an international reporting requirement for National Statistical Organizations. For one thing, there is not sufficient detail provided on how to measure many of the indicators proposed below to suggest that international comparisons *should* be made. Instead, as stated earlier, the goal is to provide assistance to countries which need or want to provide a portrait of the quality of employment within the country.

43. During the development of the indicators, the Task Force reviewed and agreed-upon this set of possible indicators for country use. Each has been through several rounds of development and review and has been applied by at least one country, including the set on child and forced labour, as well as the workplace relationships and work motivation variables. The latter were considered by the Task Force to be the most problematic.

44. The indicators have been tested in a number of ways:

(a) *Quality of Employment Country Pilot Profiles*: Nine country profiles were prepared sponsored by the International Labour Organization, using funds provided by the European Union (specifically Canada, Israel, Finland, France, Germany, Italy, Mexico, Moldova and Ukraine). Authors of the reports were asked to produce interpretive analysis of each aspect of quality of employment, using the proposed indicators as determined during earlier meetings of the Task Force. Feedback reports and presentations provided to the fifth UNECE/ILO/Eurostat Meeting on the Measurement of Quality of Employment showed general support for the indicators. The indicators presented below reflect comments made at that meeting. The country profiles are published in this collective volume and are also available on the UNECE website

(<http://www.unece.org/stats/documents/qualityofemployment/>).

⁸ Lowe, Grahame S., and Grant Shellenberg, *What's a Good Job? The Importance of Employment Relationships*, Canadian Policy Research Networks, Study No. W05, Ottawa, 2001.

⁹ See for example: Humphrey, S. E., Nahrgang, J. D. & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology*, vol. 92 no. 5, 1332–1356.

(b) *The Validation Study*: this study by ISTAT used Principal Component Analysis to test the completeness/redundancy and validity of the quality of employment indicators selected for analysis. It highlighted the relevance of indicators suggested by the Task Force as well as provided evidence of the quality of employment indicators' applicability to the ILO's Decent Work agenda. The Validation study is available on the UNECE website.

VI. How to use the indicators

45. It is the view of the Task Force that the dimensions and sub-dimensions suggested are comprehensive, reflecting many aspects of quality of employment that would allow countries the choice to put together meaningful indicators from their perspective. On the question of whether set of indicators suggested is a practical one, the first tests of indicators showed that it provides satisfactory results. Hence they are suitable for practical use. However, further work and experiences are desirable. It was decided to take an empirical approach to achieve this. Countries are invited to test the indicators and report on their experiences. After several rounds of these exercises, and a review and analysis of the findings, the indicators could be revised.

46. It is proposed that countries take on board all aspects of quality of employment indicators proposed and decide for themselves which indicators are the most relevant and feasible. The indicators are not fully or precisely defined in many cases, but the nature of the indicator should generally be apparent from the description of the dimension. It is important to note that several of the proposed indicators are also indicators used by the ILO for measurement of Decent Work. These definitions can be used by countries choosing to implement the quality of employment measurement indicators. (An ILO publication on the Decent Work Framework with its indicators and definitions will be available shortly.)

47. The main purpose of the national use of the quality of employment indicators is to provide a useful overall picture of the quality of employment. However, for the process of refining the indicators it would be helpful if each indicator were to be explicitly tested. Aspects to be tested are

- (a) The accuracy of the set of indicators per (sub) dimension;
- (b) The most appropriate definition of indicator; and
- (c) The preferred data source.

48. Regarding accuracy, additional assessment is required on how comprehensively each (sub) dimension is portrayed by the set of indicators at hand. Are the right concepts included? This can work out both ways: some suggested indicators may not give correct or useful information on the (sub) dimension, or an important indicator may be missing. If the subject of the indicator is in principle correct, the accuracy can be improved further by adopting the best definition. Finally, for each indicator the source that gives the most accurate and precise results should be found.

49. As noted above, these quality of employment indicators are designed to measure the qualitative aspects of employment of the persons at work but do not address access to employment. To re-emphasize, it is imperative when using these quality of employment indicators for analysis, that any review of the quality of employment should be accompanied by a review of standard quantitative measures of the labour market as well as other descriptive information, to set an appropriate context. This context may be framed for a country as a whole, as well as its geographic regions and demographic groups. Indicators on persons not working and data that relate the size of the workforce to the total population are essential for an analysis of the quality of the labour market as a whole. The indicators

are developed in order to extend the traditional description of the labour market indicators on the quantitative aspects like employment rate, activity rate and unemployment rate.

50. At the national level, the indicators can be used to spot labour market trends. Apart from trends in the number of employed, one would be interested to see changes in kinds of employment. In cases of economic downturn, for example, it would be useful to know how the labour market adapts: through changes in the quantity of work or through changes in the quality of work, or both. Secondly, the indicators are especially useful to identify groups with a good or bad labour market situation. For this many different subpopulations could be compared: sex, age categories, ethnic minorities, level of educational attainment, persons with a disability, regions, etc. This is possible if the indicators are measured separately for the categories in question, accompanied by a similar breakdown also for the quantitative indicators. Another possible application of the list of indicators would be to use it to compare the quality of employment in different sectors of economic activity.

51. Another application which may lead to important comparisons between different categories of employed persons, at least for certain dimensions of quality of employment, is that of status in employment: employees; employers, own-account workers; contributing family workers and employees may face different issues with respect to issues of quality of employment. It is important to note that the quality of employment indicators aim at covering both persons in paid employment and the self-employed and for that reason many of the indicators are defined in terms of all employed persons. While some sub-dimensions are by definition more geared towards paid employees, countries should consider all status in employment categories in implementing quality of employment measures.

52. Finally, it is recognized that movement, up or down, in some indicators could have different meaning for different people. If hours worked in a country go up, for example, some could conclude that quality of employment has improved, while others might see it as a deterioration of employment quality. This is because of the varied view on quality of employment discussed earlier. The Task Force felt that while some indicators might provide a less ambiguous view on quality of employment, those which are more ambiguous are nevertheless relevant. The users of the indicator should decide for themselves whether or not quality of employment is improving. Again, as suggested earlier, that assessment should be done using the maximum number of variables available and relevant for an individual country.

53. The Task Force at the writing of this report expects comments on indicators of quality of employment will continue to arise. These will be considered as the use and usefulness of the indicators is monitored over the coming years by the UNECE. It is hoped that countries will address these comments as a follow-up to the fifth UNECE/ILO/Eurostat Meeting on the Measurement of Quality of Employment so that the currently suggested list of indicators could be extended or adapted accordingly.

Annex

List of dimensions and indicators

<i>Dimension</i>	<i>Suggested Indicators</i>
1. Safety and ethics of employment	
(a) Safety at work	<p>Fatal occupational injury rate (Workplace fatalities per 100,000 employed people)</p> <p>Non-fatal occupational injury rate (Workplace accidents per 100,000 employed people)</p> <p>Occupational disease contraction per 100,000 employed persons</p> <p>Share of employed persons working in "hazardous" industries and occupations (as defined by ILO)</p> <p>Share of employed persons who feel significant levels of stress due to employment activities</p>
(b) Child labour and forced labour	<p>Share of employed persons who are below the minimum age specified for the kind of work performed.</p> <p>Share of employed persons below a certain age (e.g., 18 years) in "hazardous" industries and occupations (as defined by ILO).</p> <p>Share of employed persons below a certain age (e.g., 18 years) working hours which exceed a specified threshold.</p> <p>Share of children working in household chores which exceed a specified threshold of hours.</p> <p>Share of employed or recently-employed migrant population who were deceived during recruitment to/by an employer (i.e. deceived by broken promises related to salary and deductions, working conditions, type of work, working place, living conditions, or employer).</p> <p>Share of employed or recently-employed migrants who felt they were forced or coerced during their employment (i.e. coerced by salary retention, unwilling provision of services, threat or application of violence, threat of denunciation to authorities, document confiscation, debt dependence).</p>

- (c) Fair treatment of employment
- For the measurement of fair treatment, users interested in the measurement of fair treatment may want to consider meaningful demographic or social groups.
- Groups for whom fair treatment could be an issue:
- Sex
 - Ethnic groups
 - Immigrants
 - Indigenous population
 - Persons with disabilities
 - Age groups
 - Geographic Regions
2. Income and benefits from employment
- (a) Income from employment
- Average weekly earnings of employed people.
- Low pay (Share of employed with below a percent of median hourly earnings, e.g., two-thirds)
- Distribution of weekly earnings (quintiles).
- (b) Non-wage pecuniary benefits
- Share of employees entitled to annual leave.
- Average number of days of annual leave employees are entitled to use per year.
- Share of employees entitled to sick leave.
- Average number of days of sick leave employees are entitled to use per year.
- Share of employees with supplemental medical insurance plan.
3. Working hours and balancing work and non-working life
- (a) Working hours
- Average actual hours worked per week per person
- Share of employed persons working long hours per week (e.g., 49 hours or more)
- Share of employed persons working few hours per week involuntarily (e.g., less than 30)
- Distribution of actual hours worked (quintiles)
- Share of employed persons working more than one job

(b)	Working time arrangements	<p>Share of employed persons who usually work at night/evening</p> <p>Share of employed persons who usually work on weekend or bank holiday</p> <p>Share of employees with flexible work schedules</p>
(c)	Balancing work and non-working life	<p>Share of employed persons receiving maternity/paternity/family leave benefits</p> <p>Average actual hours worked per week per household</p> <p>Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49</p> <p>Average duration of commuting from home to work</p>
4. Security of employment and social protection		
(a)	Security of employment	<p>Share of employees over a certain age (e.g., 25 years) with temporary jobs</p> <p>Share of all employed persons who are unincorporated self-employed without employees</p> <p>Shares of employed persons over a certain age (e.g., 25 years) with job tenure < 1 yr, 1-3 yrs, 3-5 yrs, >= 5yrs</p>
(b)	Social protection	<p>Share of employees covered by unemployment insurance</p> <p>Average weekly unemployment insurance payment as a share of average weekly wage</p> <p>Public social security expenditure as share of GDP</p> <p>Share of economically active population contributing to a pension fund</p>
5. Social dialogue		
		<p>Share of employees covered by collective wage bargaining</p> <p>Share of enterprises belonging to employer organisations</p>
6. Skills development and training		
		<p>Share of employed people who received job training within a period of time (e.g., the last 12 months)</p> <p>Share of employed people who received job training by type of job training (e.g. job-related, done on one's own initiative)</p>

Share of employed people in high skilled occupations

Share of employed people who have more education than is normally required in their occupation

Share of employed people who have less education than is normally required in their occupation

7. Workplace relationships and work motivation

(a) Workplace relationships

Share of employed people who feel they have a strong or very strong relationship with their co-workers

Share of employed people who feel they have a strong or very strong relationship with their supervisor

Share of employed people who feel they have been a victim of discrimination at work

Share of employed people who feel they have been harassed at work

(b) Work motivation

Share of employed people who are able to choose order of tasks or methods of work

Share of employed people who receive regular feedback from their supervisor

Share of employed people who feel they are able to apply their own ideas in work

Share of employed people who feel they do "useful" work

Share of employed people who feel satisfied with their work
