

CONFERENCE OF EUROPEAN STATISTICIANS

For discussion and  
recommendations

Second Meeting of the 2013/2014 Bureau  
Geneva (Switzerland), 21-22 October 2013

Item 4(i) of the Provisional  
Agenda

**EXPERT GROUP ON MEASURING  
QUALITY OF EMPLOYMENT: PROGRESS REPORT**

**Prepared by the Expert Group**

This document provides a progress report of Expert Group on Measuring Quality of Employment. The Expert Group is developing the *Statistical Framework for Measuring Quality of Employment* as a follow-up the *Report on Potential indicators for measurement of quality of employment* that the CES endorsed in 2010. The Bureau is invited to review the progress of work. The Bureau is also invited to comment on the draft *Statistical Framework for Measuring Quality of Employment* available at [http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.12/2013/Statistical\\_framework\\_for\\_measuring\\_quality\\_of\\_employment.pdf](http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.12/2013/Statistical_framework_for_measuring_quality_of_employment.pdf).

**I. BACKGROUND**

1. The Conference of European Statisticians (CES) at its plenary session in June 2010 endorsed the *Report on Potential indicators for measurement of quality of employment* and decided to undertake further work in this area, in particular concerning operational definitions, guidelines and data sources. The Conference emphasized the need to gather practical experiences with using the indicators. The Conference recommended to focus on measurement issues and tools, leaving the assessment of the subjective component of quality of employment to the users of statistics. Furthermore, the Conference considered important to exercise caution in interpreting the indicators due to the heterogeneity of jobs in society and of individual expectations.
2. As a follow-up, the CES Bureau established an Expert Group on Measuring Quality of Employment (EG) in February 2012 with the following objectives:
  - (a) Revise the conceptual structure of measuring quality of employment as outlined in the *Report on Potential Indicators for Measurement of Quality of Employment*;
  - (b) Revise the set of indicators of quality of employment in order to reflect the issues that were raised at the CES plenary session in 2010 and in country reports;
  - (c) Develop operational definitions and guidelines for quality of employment indicators in two phases. **The first phase** should cover the first four dimensions of the proposed structure for measuring quality of employment: (1) Safety and ethics of employment; (2) Income and benefits from employment; (3) Working hours and balancing work and non-working life; (4) Security of employment and social protection. **The second**

**phase** should cover the remaining three dimensions which are more complex: (5) Social dialogue; (6) Skills development and training; (7) Workplace relationships and work motivation.

3. The work on measuring quality of employment is closely linked to the Decent Work Indicators of the International Labour Organization (ILO), the European Union's quality of work indicators, European Working Conditions Surveys and the Europe 2020 strategy, and to OECD work on measuring progress of societies and quality of life. The Bureau, therefore, highlighted that coordination with these initiatives will be essential.

4. According to the time plan, the EG should submit a progress report to the Bureau in autumn 2013 covering the first four dimensions of measuring quality of employment. The final report should be submitted to the Bureau in autumn 2014 covering all seven dimensions. The final draft should be circulated for large consultation by the end of 2014, and subsequently presented to the 2015 CES plenary session for endorsement.

## **II. PROGRESS OF WORK**

5. The EG comprises the following members: Germany (Chair), Azerbaijan, Australia, Canada, Finland, France, Israel, Italy, Luxembourg, Republic of Moldova, Netherlands, Switzerland, Eurostat, Eurofound, ILO, OECD and Women in Informal Economy: Globalizing and Organizing (WIEGO). In addition, the United Kingdom joined the group in September 2013. The group has been working through e-mails and teleconferences. A designated wiki page has been established for exchanging relevant material, developing practical guidelines for the indicators and drafting the final report.

6. The EG met in Wiesbaden on 22-23 November 2012 to discuss a first revision of the conceptual structure of measuring quality of employment, agree on a revised list of statistical indicators for dimensions 1-4, and prepare detailed operational definitions and guidelines for the compilation of the indicators, the so-called *model indicator sheets*.

7. The Seventh international Meeting on Measuring Quality of Employment took place on 11-13 September 2013 in Geneva. The meeting discussed a revised conceptual structure for measuring quality of employment and an updated list of indicators and guidelines (model indicator sheets) for measuring dimensions 1-4. With some minor changes and suggestions for improvements, the meeting agreed on a draft document *Statistical Framework for Measuring Quality of Employment* prepared by the EG (available at [http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.12/2013/Statistical\\_framework\\_for\\_measuring\\_quality\\_of\\_employment.pdf](http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.12/2013/Statistical_framework_for_measuring_quality_of_employment.pdf)). The draft statistical framework addresses the issues raised at the CES plenary session in 2010 by focusing on measurement issues and tools and avoiding value judgements. The draft framework is presented as a room document at the 19<sup>th</sup> International Conference of Labour Statisticians (ICLS) on 2-11 October at the ILO to inform the participating countries and seek comments and suggestions.

8. The framework is a statistical toolbox that provides practical guidance to countries that wish to compile statistics on quality of employment. The framework includes a clear and coherent structure for measuring quality of employment in terms of seven dimensions and 12 sub-dimensions that cover the main aspects of quality of employment from an employee's perspective. For each dimension and sub-dimension, the framework proposes a number of statistical indicators that can be measured. The framework is intended to be applied flexibly according to the specific policy requirements and institutional background of countries.

9. The statistical framework proposed by the Expert Group complements the work of ILO and the European Union (EU) on indicators for measuring quality of employment. The ILO Decent Work initiative aims to improve quality of work in countries based on four strategic policy objectives (employment creation, guaranteeing rights at work, extending social protection, and promoting social dialogue). Within the EU, two sets of indicators are used. One set of indicators is maintained by the European Commission for monitoring labour market policies. Another set was developed and is being used by the European Foundation for the Improvement of Living and Working Conditions (Eurofound). In contrast to the indicator sets of ILO and EU, the statistical framework proposed by the Expert Group is not linked to a particular policy agenda.

### III. FURTHER WORK

10. The EG will continue to work through e-mail, teleconferencing and the wiki site, and plans to meet on 10-11 September 2014 in Berlin to complete the work on the proposed statistical framework, including the dimensions 5-7.

11. A number of minor issues and proposals for improvements of the framework that were raised at the meeting in September 2013 will also be incorporated in the current dimensions 1-4 of the conceptual framework.

12. The EG will prepare the full version of the *Statistical Framework for Measuring Quality of Employment* to the Bureau meeting in October 2014. Subject to the Bureau decision, the report will be sent to for electronic consultation to the CES members and submitted to the 2015 CES plenary session for endorsement.

### IV. PROPOSAL FOR DECISION BY THE BUREAU

**13. The Bureau is invited to review the progress of work. The Bureau is also invited to comment on the draft *Statistical Framework for Measuring Quality of Employment* available at**

**[http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.12/2013/Statistical framework for measuring quality of employment.pdf](http://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.12/2013/Statistical_framework_for_measuring_quality_of_employment.pdf)**. The full draft of the Framework will be available in October 2014.

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