

**UNITED NATIONS STATISTICAL COMMISSION
and ECONOMIC COMMISSION FOR EUROPE
(UNECE)**

CONFERENCE OF EUROPEAN STATISTICIANS

**EUROPEAN COMMISSION
STATISTICAL OFFICE OF THE
EUROPEAN COMMUNITIES
(EUROSTAT)**

**INTERNATIONAL LABOUR
ORGANIZATION (ILO)**

Joint UNECE/EUROSTAT/ILO Seminar
on the quality of work
(18-20 April 2006, Geneva, Switzerland)

Topic 2: Measuring the dimensions of quality of work with statistical indicators: current national experiences, relevance and usability of the proposed set of statistical indicators and sources of data collection

**GENERAL PRESENTATION ON THE AVAILABILITY AND RELEVANCE ON
INDICATORS TO MEASURE THE QUALITY
OF WORK BASED ON COUNTRIES' PRACTICES**

Note prepared by UNECE Secretariat

I. BACKGROUND

1. The endorsement by the international community at different levels of the need for more and better job opportunities for all calls for ways and means to be elaborated to enable policy monitoring in the area. The need for a common framework for measuring the qualitative aspects of employment has been sharpened, since 2000 during the consecutive UNECE/ILO/Eurostat Seminars on the Quality of Work. The UNECE/ILO Task Force established during the 2005 Seminar of the Quality of work has worked to produce an integrated framework building on the three major approaches developed by (i) ILO within the framework of the Decent work paradigm, (ii) the European Union and (iii) the European Foundation for the Improvement of Living and Working Conditions.

2. This integrated common framework developed by the task Force encompasses both a conceptual framework and practical aspects of the assessment of the quality of employment, including a possible list of statistical indicators to quantify the state of working conditions in the different countries.

3. The current paper reports on a survey carried out by ECE to assess the countries experience with the indicators listed by the Task Force in the countries participating in the

Conference of European Statisticians¹. The countries were asked to assess each indicator against a certain number of aspects:

- a) **Relevance of the indicators** : This relates to the degree of relevance of the indicator to measure a selected dimension of the quality of work. Countries could chose among: High relevance, Some relevance, No relevance;
- b) **Availability/country practice**: It states whether the indicator is produced on a regular basis in the country and the last year when it was produced;
- c) **Data source or methods of production**: provides the methods for obtaining the basic data to measure the indicator. This may be the Labour Force Survey (LFS), a Census, an Establishment Survey (ES), an administration register or any other official source of data;
- d) **Inclusion into a Core set of indicators** : Countries were asked to state if the indicator should be included in a core list of indicators for monitoring employment conditions;
- e) **Alternative indicators** : Countries were asked to report other relevant indicators not listed by the Task Force but that could better inform about a specific dimension of working conditions.

II. MAIN FINDINGS

4. The results of the survey are based on the response provided by 19 countries among the 55 surveyed: Canada, Croatia, Czech Republic, Denmark, Estonia, Finland, Germany, Italy, Japan, Latvia, Lithuania, New Zealand, Poland, Romania, Serbia, Slovakia, Sweden, Turkey, USA.

A. Relevance of the proposed indicators (see Table 1 of Annex)

5. According to the information collected from countries, the indicators listed by the Task force for assessing the different dimensions the quality of work have high relevance or at least some relevance in most of the countries. There are exceptions for the indicators in the dimensions of “Unacceptable work” and “Social protection”:

- Dimension 2: *Unacceptable work*. The two listed indicators in this domain are regarded as insufficient to provide a comprehensive picture of the number of people engaged in unacceptable conditions of employment.
- Dimension 9: *Social protection*. The relevance of the indicator 44 “Share of employees who receive paid annual leave” appears to be controversial as few countries consider it as highly relevant while the majority of countries see it as having no relevance.

¹ Albania, Armenia, Australia, Austria, Azerbaijan, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Canada, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany Greece, Hungary, Iceland, Ireland, Israel, Italy, Japan, Kazakhstan, Kyrgyzstan, Korea, Latvia, Lithuania, Luxembourg, Malta, Mexico, Moldova, Montenegro, Netherlands, New Zealand, Norway, Poland Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Tajikistan, The Former Yugoslav Republic of Macedonia, Turkmenistan, Turkey, Ukraine, United Kingdoms, United States of America, Uzbekistan.

6. In addition to the view provided by countries to the overall relevance of the indicators in a general context, some specific situations emerged with regards to the relevance of some indicators.

7. For instance, in the Czech republic, the lower age of 20 for the women considered in the indicator 25 “Ratio of the employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49” seems to be too low and should be raised close to the average age at the birth of the first child. In Finland, the threshold suggested for the *Inadequate pay rate* (Indicator 13) does not provide significant information but a higher threshold would need to be set.

8. Further more, the countries expressed the need for clear definitions for all indicators, particularly for those suggested for the Social protection dimension.

B. New proposed indicators (see Table 2 of Annex)

9. The countries suggested that some additional indicator for measuring the quality of work. Those new indicators concern almost all dimensions of the working conditions and are listed in the Table 2 of the annex.

C. Data availability (see Table 3 of Annex)

10. The results reported by the countries reveal that in most of the countries, the majority of the indicators identified for monitoring the qualitative dimensions of employment are part of their regular statistical programme. Exceptions are the indicators listed to measure the “unacceptable work” dimension where data are available in only two of the reporting countries. Other indicators are not widely available:

- indicator 13b “*Wage of casual/daily workers*” in the “Adequate earnings” dimension is available in only 18 per cent of the reporting countries;
- indicator 24 “*Percentage of casual /daily workers*” in the “Stability and security of work” dimensions appear not to be often monitored in the countries; it is available in only 4 countries out of 15;
- indicator 36 “*percentage of workers who feel their health or safety is at risk*” of dimension 8 “*Safe employment environment*”: available in only 15 per cent of the reporting countries;
- 41 “*Old age without pension (share of not economically active population 65 years old and over)*” and 44 “*Share of employees who receive paid annual leave*” of the Social Dialogue Dimension: these indicators are produced in only 25 per cent of the reporting countries;
- indicator 50 “*Informal sector employment*” of the Socio-economic context available in 35 per cent of countries.

D. Data source for indicator computation (see Table 4 of Annex)

11. In most of the countries, the Labour force Survey is the source for the production of most of the proposed indicators. However, the indicators related to the “*Earning*”, “*Safe employment environment*”, “*Social protection*” and “*Social dialogue*” dimensions are more widely based on

administrative registers or establishment surveys. In principle, the existence of standards in labour force data collection, i.e. the Labour force survey, allows a high degree of comparability of the results among countries. The use of Administrative Records and Establishments Surveys also should assure a low level of variability of the estimates of the indicators.

12. There are a certain number of indicators that are generated using other sources. This may to some extent weaken the degree of comparability of the results across countries. In few cases, the scope of the core set of questions included in the Labour Force Survey seems to be not sufficient to produce estimates for some indicators. The latest values available in those countries are obtained through an additional module on the Quality of Work included in the Labour Force Survey or an alternative social life related survey.

E. Core set of indicators (see Table 5.a and Table 5.b of Annex)

13. One of the purposes of the survey carried out by the ECE was to receive the input from the countries on which indicators should constitute a basic set to use at international level to measure the qualitative aspects of employment.

14. The results provided by the countries show that all dimensions of the general framework provided by the Task Force should be represented: at least one indicator for each dimension is endorsed by the majority of the reporting countries (see Table5.a-), with the exception of the dimension of “Unacceptable work”.

15. There is a wide range of indicators that the countries have identified as relevant, which could be used to initiate a discussion on an expansion of the existing list. (See Table5.b- in Annex).

III. CONCLUSIONS

16. To a large extent, the indicators identified by the Task force to assess and monitor the qualitative aspects of the employment conditions are part of the regular process of data production in most of the countries, although the countries reported different levels of relevance. The results show that there is a core set of indicators that have been identified by the majority of the countries as highly relevant and regularly available. These indicators could provide the starting point to define a core list.

17. For instance, the table below provides the list of indicators relevant for at least 65 per cent and available in at least 50 per cent of the reporting countries.

Table: Most relevant and available indicators

Dimension		Indicators		% of countries that consider this indicator Highly relevant	% Countries that where this indicator is Available
No	Dimension	No	Indicator label		
1	Employment opportunity context	1	Labour force participation rate	80	100
		2	Employment-population ratio	80	100
		3	Male-female labour force participation gap	71.4	88.2
		4	Unemployment rate	100	100
		5	Unemployment by level of education	80	94.4
		6	Inactivity rate	71.4	94.1
		7	Youth unemployment rate	86.7	100
3	Adequate earnings	14	Average earning in selected occupations ²	100	100
		15	Share of working poor in the employed population ³	100	100
		18	Share of employed persons in high -skilled occupations	66.7	85.7
		19	Percentage of working age population participating in education and training	66.7	85.7
4	Decent hours	20	Excessive hours of work (share of persons working 49 hrs and more per week)	92.9	87.5
		20a	Hours actually worked	80	94.1
5	Stability and security of work	23	Percentage of employees with temporary jobs	86.7	94.1
7	Fair treatment in employment	27	Occupational segregation on the basis of gender	78.6	87.5
		28	Female share of employment	71.4	100
8	Safe employment environment	31	Fatal injury rate per 100,000 employees	91.7	100
		32	Evolution of the incident rate (number of accidents per 100,000 persons in employment)	100	100
		35	Hazardous occupations (rate)	72.7	64.3
9	Social Protection	37	Public social security expenditure	70	83.3
11	Socio economic context	51	Working poor	66.7	54.5
		52	Growth in labour productivity, measured as change in the levels of GDP of the employed	90	61.5
		53	Income per employed person (PPP)	77.8	63.6

18. However, all the other indicators listed by the Task force and some of the new indicators reported by the countries should be carefully analysed for their complementary nature to describe the different dimensions of Quality of Work. A hierarchical structure could be adopted to fully describe the Quality of Work dimensions, by reorganizing the different levels of priority and measurability.

19. Only the “Unacceptable work” Dimension seems to suffer a lack of interest from the responding countries.

² Only 5 countries could report on this indicator

³ Only 5 countries could report on this indicator

20. To an appreciable extent, most of the countries have a tradition in utilizing the Labour Force Survey as main source. Some of the indicators are collected using the Establishments Surveys or Administrative Records. In few countries, some indicators are produced through the combination of two or more sources. This may raise concern about comparability across countries.

21. The framework developed by the Task force proves to reach most of the interest of the countries in assessing at individual level the qualitative aspects of employment. The proposed list of indicators constitutes an important basket from which countries can draw for their own use. At a regional level, the constitution of a consistent subset of indicators would enable a homogenous approach in measuring and monitoring the Quality of Work.

Annex

Table1. Countries' views on the relevance of the proposed indicators

Dimension		Indicators		Relevance			
No	Dimension label	No	Indicator label	High relevance	Some relevance	No Relevance	All
1	Employment opportunity context	1	Labour force participation rate	12	4		16
		2	Employment-population ratio	13	2	1	16
		3	Male-female labour force participation gap	11	3	1	15
		4	Unemployment rate	16			16
		5	Unemployment by level of education	12	4		16
		6	Inactivity rate	10	2	3	15
		7	Youth unemployment rate	14	2		16
		8	Youth inactivity rate	8	4	3	15
		9	Share of self-employed workers in total employment	8	6	2	16
		10	Share of wage employment in non-agricultural employment	8	6	1	15
2	Unacceptable work	11	Children not in school by employment status (by age)	2	4	4	10
		12	Children in wage employment or self-employment (percent by age)	2	5	3	10
3	Adequate earnings	13	Inadequate pay rate (percent of employed below ½ of median hourly earnings)	6	2	4	12
		13a	Low hourly pay of employees	6	4	2	12
		13b	Wages of casual/daily workers	2	5	3	10
		14	Average earning in selected occupations	5			5
		15	Share of working poor in the employed population	2			2
		16	Manufacturing wage indices	1	3		4
		17	Employees with recent job training (last 12 months)	7	5		12
		18	Share of employed persons in high -skilled occupations	9	4		13
		19	Percentage of working age population participating in education and training	8	5		13
4	Decent hours	20	Excessive hours of work (share of persons working 49 hrs and more per week)	13	2		15
		20a	Hours actually worked	13	3		16
		20b	Annual hours worked per person	10	4	1	15
		21	Time-related underemployment rate	8	4	1	13
5	Stability and security of work	22	Percentage of employees with job tenure of less than one year	8	5	1	14
		23	Percentage of employees with temporary jobs	14	2		16
		24	Percentage of casual/daily workers	4	6	3	13
6	Combining work and family life	25	Ratio of the employment rate for women with children under compulsory school age to the employment	8	4	1	13

		rate of all women aged 20-49				
		Absolute difference in employment rates without presence of any children with the presence of a child aged 0-6, by sex	26	8	3	1 12
7	Fair treatment in employment	27 Occupational segregation on the basis of gender		12	3	15
		28 Female share of employment		10	4	1 15
		29 Ratio of the female share of employment in managerial and administrative occupations to the		6	7	2 15
		30 Ratio of women's hourly earnings index to men's for paid employees at work 15 hours and		8	3	2 13
8	Safe employment environment	31 Fatal injury rate per 100,000 employees		12	1	13
		32 Evolution of the incident rate (number of accidents per 100,000 persons in employment)		14		14
		33 Labour inspection (inspectors per 100,000 employees)		4	6	2 12
		34 Occupational injury insurance coverage		5	6	11
		35 Hazardous occupations (rate)		9	3	12
		36 Percentage of workers who feel their health or safety is at risk		4	6	1 11
9	Social Protection	37 Public social security expenditure		7	4	11
		38 Social security coverage (for wage and salary earners)		7	2	2 11
		39 Public expenditure on need-based cash income support		4	5	1 10
		40 Beneficiaries of cash income support		6	4	1 11
		41 Old age without pension (share of not economically active population 65 years old and over)		3	4	2 9
		42 Share of economically active population contributing to a pension fund		6	4	1 11
		43 Average monthly pension		6	4	10
		44 Share of employees who receive paid annual leave		3	2	4 9
10	Social dialogue	45 Union density rate		6	1	4 11
		46 Collective wage bargaining coverage rate		5	3	3 11
		47 Number of enterprises belonging to employer organisations			1	1
		48 Strikes and lockouts (per 1,000 employees)		5	5	10
		49 Rate of days not worked due to strikes and lockouts (per 1,000 employees)		5	5	10
11	Socio economic context	50 Informal sector employment		8	4	1 13
		51 Working poor		6	3	9
		52 Growth in labour productivity, measured as change in the levels of GDP of the employed		10	1	11
		53 Income per employed person (PPP)		7	1	1 9

Table2. Proposed additional indicators for assessing dimensions of employment

Dimension		Proposed Indicator	Relevance	
No.	Dimension label	Indicator name	High relevance	Some relevance
1	Employment opportunity context	Employment rate for Population 55-64	1	
		Long term Unemployment rate		1
		Male-Female Unemployment rate gap	2	
		Male-Female working age (15-64) employment rate gap	1	
		Working age (15-64) employment-same age population ratio	1	
		Youth inactivity rate (except students)	1	
		Over education	1	
		No longer employed because temporary contract terminated	1	
2	Unacceptable work	Youth (16-19 years old) not enrolled in school.	1	
3	Adequate earnings	Educational level of working age population (25-64)	1	
		Employees paid at minimum wage as share of total employees.	1	
		Paid at or below minimum wage	1	
		Percentage of adults population (25-64) participating in education and training	1	
		Risk of Poverty rate for employees		1
		Share o employed persons with university degrees work in jobs that do not require university degrees	1	
4	Decent hours	Total paid hours wages	1	
		Number of days of (bank) holiday	1	
		Percentage of work at night/Evening	1	
		Percentage of work on weekend	1	
		Share of employed working in more than one job	1	
		Share of employed working weekends or shift-work	1	
		Share of persons employed working over the usual working time.	1	1
5	Stability and security of work	Percentage of on-call workers	1	
		Share of employeed people 25 and over with job tenure grater than one year.	1	
6	Combining work and family life	Absolute difference in employment rate without presence of any children with the presence of a child aged -6, by sex, of all people aged 20-50	1	
		Exist ence and type of paid family leaves	1	
		Ratio of part-time employment for women with children	1	
		Share of employed working flexible work schedule	1	
		Share of young mothers who received maternity benefits while on leave	1	
7	Fair treatment in employment	Gender pay gap	1	
		Ratio of part-time employees with recent job training (last) 12 months) to full time employees with recent job training (By sex)	1	
9	Social Protection	Public social expenditure as share of GDP	1	
		Share of employed persons with dental coverage		1
		Share of employed persons with disability insurance		1
		Share of employed persons with extended health coverage		1

Table3. Data availability by proposed indicator in the different countries

Dimension		Indicators		Availability		
No	Dimension label	No	Indicators name	No	Yes	Total
1	Employment opportunity context	1	Labour force participation rate		17	17
		2	Employment-population ratio		18	18
		3	Male-female labour force participation gap	2	15	17
		4	Unemployment rate		18	18
		5	Unemployment by level of education	1	17	18
		6	Inactivity rate	1	16	17
		7	Youth unemployment rate		18	18
		8	Youth inactivity rate	1	16	17
		9	Share of self-employed workers in total employment	1	17	18
		10	Share of wage employment in non-agricultural employment	2	15	17
2	Unacceptable work	11	Children not in school by employment status (by age)	11	2	13
		12	Children in wage employment or self-employment (percent by age)	12	2	14
3	Adequate earnings	13	Inadequate pay rate (percent of employed below ½ of median hourly earnings)	5	8	13
		13a	Low hourly pay of employees	6	7	13
		13b	Wages of casual/daily workers	9	2	11
		14	Average earning in selected occupations		5	5
		15	Share of working poor in the employed population		2	2
		16	Manufacturing wage indices		4	4
		17	Employees with recent job training (last 12 months)	4	9	13
		18	Share of employed persons in high -skilled occupations	2	12	14
4	Decent hours	19	Percentage of working age population participating in education and training	2	12	14
		20	Excessive hours of work (share of persons working 49 hrs and more per week)	2	14	16
		20a	Hours actually worked	1	16	17
		20b	Annual hours worked per person	4	12	16
		21	Time-related underemployment rate	2	12	14
5	Stability and security of work	22	Percentage of employees with job tenure of less than one year	4	11	16
		23	Percentage of employees with temporary jobs	1	16	17
		24	Percentage of casual/daily workers	9	5	14
6	Combining work and family life	25	Ratio of the employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49	5	10	15
		26	Absolute difference in employment rates without presence of any children with the presence of a child aged 0-6, by sex	3	10	14
7	Fair treatment in employment	27	Occupational segregation on the basis of gender	2	14	16
		28	Female share of employment		16	16

		29	Ratio of the female share of employment in managerial and administrative occupations to the	4	12	16
		30	Ratio of women's hourly earnings index to men's for paid employees at work 15 hours and	5	9	14
8	Safe employment environment	31	Fatal injury rate per 100,000 employees		14	14
		32	Evolution of the incident rate (number of accidents per 100,000 persons in employment)		15	15
		33	Labour inspection (inspectors per 100,000 employees)	3	10	13
		34	Occupational injury insurance coverage	6	7	13
		35	Hazardous occupations (rate)	5	9	14
		36	Percentage of workers who feel their health or safety is at risk	11	2	13
9		Social Protection	37	Public social security expenditure	2	10
	38		Social security coverage (for wage and salary earners)	6	6	12
	39		Public expenditure on need-based cash income support	3	8	11
	40		Beneficiaries of cash income support	2	10	12
	41		Old age without pension (share of not economically active population 65 years old and over)	9	3	12
	42		Share of economically active population contributing to a pension fund	6	7	13
	43		Average monthly pension	1	10	11
	44	Share of employees who receive paid annual leave	9	3	12	
10	Social dialogue	45	Union density rate	7	6	13
		46	Collective wage bargaining coverage rate	6	7	13
		47	Number of enterprises belonging to employer organisations	1		1
		48	Strikes and lockouts (per 1,000 employees)	2	10	12
		49	Rate of days not worked due to strikes and lockouts (per 1,000 employees)	2	10	12
11	Socio economic context	50	Informal sector employment	9	5	15
		51	Working poor	5	6	11
		52	Growth in labour productivity, measured as change in the levels of GDP of the employed	5	8	13
		53	Income per employed person (PPP)	4	7	11

Table4. Data Sources for indicator calculation

Dimension		Indicators		Source							
No	Label	No	Indicator Name	AR ⁴	EA-PS ⁵	ES ⁶	ILO PhoneLFS/Cens survey us	No Resp.	Total		
1	Employment opportunity context	1	Labour force participation rate			1		15	1	17	
		2	Employment-population ratio			1		16	1	18	
		3	Male-female labour force participation gap			1		15	1	17	
		4	Unemployment rate					1	16	1	18
		5	Unemployment by level of education					1	16	1	18
		6	Inactivity rate					1	15	1	17
		7	Youth unemployment rate					1	16	1	18
		8	Youth inactivity rate						16	1	17
		9	Share of self-employed workers in total employment						17	1	18
		10	Share of wage employment in non-agricultural employment						15	2	17
Dim 1 +	Employment rate for Population 55-64		Employment rate for Population 55-64					1		1	
			Long term unemployment rate					1		1	
			Male-Female Unemployment rate gap						2		2
			Male-Female working age (15-64) employment rate gap						1		1
			Working age (15-64) employment-same age population ratio						1		1
			Youth inactivity rate (except students)						1		1
			Over education						1		1
			No longer employed because temporary contract terminated						1		1
2	Unacceptable work	11	Children not in school by employment status (by age)					3	10	13	
		12	Children in wage employment or self-employment (percent by age)		1			2	11	14	
		Dim 2 +	Youth (16-19 years old) not enrolled in school.						1		1
3	Adequate earnings	13	Inadequate pay rate (percent of employed below ½ of median hourly earnings)				5	4	4	13	
		13a	Low hourly pay of employees				5	3	5	13	
		13b	Wages of casual/daily workers				1	3	7	11	
		14	Average earning in selected occupations				4	1		5	

⁴ Administrative Records

⁵ Employment Accounts and Population Statistics

⁶ Establishment Surveys

		15	Share of working poor in the employed population	1	1	2
		16	Manufacturing wage indices	3	1	4
		17	Employees with recent job training (last 12 months)	3	6	4
		18	Share of employed persons in high -skilled occupations	1	11	2
		19	Percentage of working age population participating in education and training		12	2
		Dim 3 +	Educational level of working age population (25-64)		1	1
			Employees paid at minimum wage as share of total employees.	1		1
			Paid at or below minimum wage		1	1
			Percentage of adults population (25-64) participating in education and training		1	1
			Risk of Poverty rate for employees		1	1
			Share of employed persons with university degrees work in jobs that do not require university degrees		1	1
			Total paid hours wages		1	1
	4	Decent hours				
		20	Excessive hours of work (share of persons working 49 hrs and more per week)		15	1
		20a	Hours actually worked	2	13	2
		20b	Annual hours worked per person	5	7	4
		21	Time-related underemployment rate		11	3
		Dim 4 +	Number of days of (bank) holiday		1	1
			Percentage of work at night/Evening		1	1
			Percentage of work on weekend		1	1
			Share of employed working in more than one job		1	1
			Share of employed working weekends or shift-work	1		1
			Share of persons employed working over the usual working time.		2	2
	5	Stability and security of work				
		22	Percentage of employees with job tenure of less than one year	1	10	5
		23	Percentage of employees with temporary jobs		16	1
		24	Percentage of casual/daily workers		6	8
		Dim 5 +	Percentage of on-call workers		1	1
			Share of employed people 25 and over with job tenure greater than one year.		1	1
	6	Combining work and family life				
		25	Ratio of the employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49		12	3
		26	Absolute difference in employment rates without presence of any children with the presence of a child aged 0-6, by sex		10	4
		Dim 6 +	Absolute difference in employment rate without presence of any children with the presence of a child aged -6, by sex, of all people aged 20-50		1	1
			Existence and type of paid family leaves	1		1
			Ratio of part-time employment for women with children		1	1

			Share of employed working flexible work schedule		1			1
			Share of young mothers who received maternity benefits while on leave			1		1
7	Fair treatment in employment	27	Occupational segregation on the basis of gender			15	1	16
		28	Female share of employment		1	15		16
		29	Ratio of the female share of employment in managerial and administrative occupations to the			14	2	16
		30	Ratio of women's hourly earnings index to men's for paid employees at work 15 hours and		5	5	4	14
		Dim 7+	Gender pay gap		1			1
			Ratio of part-time employees with recent job training (last 12 months) to full time employees with recent job training (By sex)			1		1
8	Safe employment environment	31	Fatal injury rate per 100,000 employees	10	4			14
		32	Evolution of the incident rate (number of accidents per 100,000 persons in employment)	10	4	1		15
		33	Labour inspection (inspectors per 100,000 employees)	6	1		6	13
		34	Occupational injury insurance coverage	8	1		4	13
		35	Hazardous occupations (rate)	5	1	3	5	14
		36	Percentage of workers who feel their health or safety is at risk	1	2		10	13
9	Social Protection	37	Public social security expenditure	9	1		2	12
		38	Social security coverage (for wage and salary earners)	4	1	1	6	12
		39	Public expenditure on need-based cash income support	8			3	11
		40	Beneficiaries of cash income support	9		1	2	12
		41	Old age without pension (share of not economically active population 65 years old and over)	1	1	3	7	12
		42	Share of economically active population contributing to a pension fund	5	1	2	5	13
		43	Average monthly pension	8		2	1	11
		44	Share of employees who receive paid annual leave		3		9	12
		Dim 9+	Public social expenditure as share of GDP	1				1
			Share of employed persons with dental coverage		1			1
			Share of employed persons with disability insurance		1			1
			Share of employed persons with extended health coverage		1			1
10	Social dialogue	45	Union density rate	2	2	3	6	13
		46	Collective wage bargaining coverage rate	2	4	2	5	13
		47	Number of enterprises belonging to employer organisations				1	1
		48	Strikes and lockouts (per 1,000 employees)	4	5	1	2	12
		49	Rate of days not worked due to strikes and lockouts (per 1,000 employees)	4	5	1	2	12
11	Socio economic context	50	Informal sector employment		2	4	9	15
		51	Working poor		3	2	6	11
		52	Growth in labour productivity, measured as change in the levels of GDP of the employed	2	3	2	6	13
		53	Income per employed person (PPP)	2	3	2	4	11

Table 5.a. Inclusion of indicators of the initial list into a Core set of indicators

Dimensions		Indicators		Inclusion into a core set (Yes/NO)?		
No	Dimension	No	Indicator name	No	Yes	Total
1	Employment opportunity context	1	Labour force participation rate	2	13	15
		2	Employment-population ratio	3	12	15
		3	Male-female labour force participation gap	3	12	15
		4	Unemployment rate		15	15
		5	Unemployment by level of education	5	10	15
		6	Inactivity rate	6	9	15
		7	Youth unemployment rate	1	14	15
		8	Youth inactivity rate	7	8	15
		9	Share of self-employed workers in total employment	7	8	15
		10	Share of wage employment in non-agricultural employment	5	9	14
2	Unacceptable work	11	Children not in school by employment status (by age)	10	1	11
		12	Children in wage employment or self-employment (percent by age)	10	1	11
		12+	Youth (16-19 years old) not enrolled in school.		1	1
3	Adequate earnings	13	Inadequate pay rate (percent of employed below ½ of median hourly earnings)	4	7	11
		13a	Low hourly pay of employees	6	6	12
		13b	Wages of casual/daily workers	8	2	10
		14	Average earning in selected occupations	1	4	5
		15	Share of working poor in the employed population		1	1
		16	Manufacturing wage indices	3	1	4
		17	Employees with recent job training (last 12 months)	3	9	12
		18	Share of employed persons in high -skilled occupations	2	11	13
		19	Percentage of working age population participating in education and training	4	7	11
4	Decent hours	20	Excessive hours of work (share of persons working 49 hrs and more per week)	1	13	14
		20a	Hours actually worked	3	12	15
		20b	Annual hours worked per person	4	10	14
		21	Time-related underemployment rate	5	7	12
5	Stability and security of work	22	Percentage of employees with job tenure of less than one year	4	10	14
		23	Percentage of employees with temporary jobs	1	14	15
		24	Percentage of casual/daily workers	9	4	13
6	Combining work and family life	25	Ratio of the employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49	4	8	12
		26	Absolute difference in employment rates without presence of any children with the presence of a child aged 0-6, by sex	6	5	11

7	Fair treatment in employment	27	Occupational segregation on the basis of gender	4	11	15
		28	Female share of employment	4	10	14
		29	Ratio of the female share of employment in managerial and administrative occupations to the	7	7	14
		30	Ratio of women's hourly earnings index to men's for paid employees at work 15 hours and	3	9	12
8	Safe employment environment	31	Fatal injury rate per 100,000 employees	1	12	13
		32	Evolution of the incident rate (number of accidents per 100,000 persons in employment)		14	14
		33	Labour inspection (inspectors per 100,000 employees)	7	4	11
		34	Occupational injury insurance coverage	4	6	10
		35	Hazardous occupations (rate)	3	8	11
		36	Percentage of workers who feel their health or safety is at risk	6	4	10
9	Social Protection	37	Public social security expenditure	3	7	10
		38	Social security coverage (for wage and salary earners)	4	7	11
		39	Public expenditure on need-based cash income support	5	4	9
		40	Beneficiaries of cash income support	4	6	10
		41	Old age without pension (share of not economically active population 65 years old and over	4	4	8
		42	Share of economically active population contributing to a pension fund	4	6	10
		43	Average monthly pension	3	6	9
		44	Share of employees who receive paid annual leave	5	3	8
10	Social dialogue	45	Union density rate	3	7	10
		46	Collective wage bargaining coverage rate	4	6	10
		47	Number of enterprises belonging to employer organisations	1		1
		48	Strikes and lockouts (per 1,000 employees)	4	5	9
		49	Rate of days not worked due to strikes and lockouts (per 1,000 employees)	5	4	9
11	Socio economic context	50	Informal sector employment	6	6	12
		51	Working poor	2	6	8
		52	Growth in labour productivity, measured as change in the levels of GDP of the employed	1	10	11
		53	Income per employed person (PPP)	2	6	8

Table5.b. Inclusion of newly proposed indicators into a core set

Dimension		Proposed indicators	Inclusion into a core set (Yes /No?)		
No	Dimension		No	Yes	Total
1	Employment opportunity context	Employment rate for Population 55-64		1	1
		Long term unemployment rate	1		1
		Male-Female Unemployment rate gap		2	2
		Male-Female working age (15-64) employment rate gap		1	1
		Working age (15-64) employment-same age population ratio		1	1
		Youth inactivity rate (except students)		1	1
		Over education		1	1
		No longer employed because temporary contract terminated		1	1
2	Unacceptable work	Youth (16-19 years old) not enrolled in school.		1	1
3	Adequate earnings	Educational level of working age population (25-64)		1	1
		Employees paid at minimum wage as share of total employees.		1	1
		Paid at or below minimum wage		1	1
		Percentage of adults population (25-64) participating in education and training		1	1
		Risk of Poverty rate for employees	1		1
		Share o employed persons with university degrees work in jobs that do not require university degrees		1	1
		Total paid hours wages		1	1
4	Decent hours	Number of days of (bank) holiday		1	1
		Percentage of work at night/Evening		1	1
		Percentage of work on weekend		1	1
		Share of employed working in more than one job		1	1
		Share of employed working weekends or shift-work		1	1
		Share of persons employed working over the usual working time.		2	2
5	Stability and security of work	Percentage of on-call workers		1	1
		Share of employed people 25 and over with job tenure grater than one year.		1	1
6	Combining work and family life	Absolute difference in employment rate without presence of any children with the presence of a child aged -6, by sex, of all people aged 20-50	1		1
		Existence and type of paid family leaves		1	1
		Ratio of part-time employment for women with children		1	1
		Share of employed working flexible work schedule	1		1
		Share of young mothers who received maternity benefits while on leave		1	1

7	Fair treatment in employment	Gender pay gap		1	1
		Ratio of part-time employees with recent job training (last 12 months) to full time employees with recent job training (By sex)		1	1
9	Social Protection	Public social expenditure as share of GDP		1	1
		Share of employed persons with dental coverage	1		1
		Share of employed persons with disability insurance	1		1
		Share of employed persons with extended health coverage	1		1
