

Third Meeting of the 2011/2012 Bureau
Luxembourg, 7-8 February 2012

Approved

Item 4(b) of the Provisional
Agenda

**TERMS OF REFERENCE FOR THE EXPERT GROUP ON
MEASURING QUALITY OF EMPLOYMENT**

Prepared by the UNECE secretariat

I. BACKGROUND

1. Since 2000, a number of successive Joint UNECE/EUROSTAT/ILO Seminars on quality of work have brought together national and international experts on labour statistics, and have led to the recognition of the increasing interest of countries and international organizations in evaluating and monitoring the quality of employment at the national level.

2. The work on measuring quality of employment is closely linked to the ILO's Decent Work Indicators, the European Union's quality of work indicators, European Working Conditions Surveys and the Europe 2020 strategy, and to OECD's work on measuring progress of societies and quality of life following up on the Stiglitz-Sen-Fitoussi report.

3. The Conference of European Statisticians (CES), at its 58th plenary session in June 2010, endorsed the *Report on Potential indicators for measurement of quality of employment* and agreed to consider further work in this area, in particular concerning operational definitions, guidelines and data sources. The Conference emphasized the need for further practical experiences. Statisticians were advised to focus on measurement issues and tools, leaving the subjective component of determining quality of employment to policymakers and governments and to exercise caution in interpreting indicators due to the heterogeneity of jobs in society and of individual expectations.

4. CES Bureau at its autumn 2010 meeting supported the organization of a meeting of experts on measuring quality of employment in 2011 and the conduct of further voluntary tests by the countries. The Bureau also indicated that they would consider setting up a task force to develop operational definitions and computation methods for the indicators and to identify data sources, taking into account data comparability aspects based on the outcomes of the meeting in 2011.

5. The sixth Meeting on Measuring Quality of Employment took place on 31 October- 2 November 2011 in Geneva, with 41 participants from 23 countries and the Statistical Office of Kosovo, six international/intergovernmental organizations and one non-governmental organization. At the time of this meeting, 15 country reports on quality of employment were available. As a result of in-depth discussions on the specific dimensions and the indicators of quality of employment, the meeting recommended

establishing an Expert Group on Measuring Quality of Employment to continue the methodological work in this area.

6. CES Bureau at its November 2011 meeting confirmed their earlier decision to consider further work on measuring quality of employment and requested the UNECE to draft the Terms of Reference for the proposed Expert Group and submit it to the Bureau meeting in February 2012.

II. MANDATE

7. The work of the Expert Group is conducted within the framework of the CES and its Bureau. The Expert Group will be created for a period of three years, at the end of which a final report will be submitted to the Bureau and the CES.

III. OBJECTIVES

8. The main objectives of the Expert Group on Measuring Quality of Employment were summarized as follows at the meeting in October-November 2011:

a) Review and 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 58th plenary session of the Conference of European Statisticians, in the country reports/publications and presentations, and during the meeting held on 31 October-2 November 2011.

c) Develop operational definitions and computation guidelines (including on data sources and limitations) for quality of employment indicators. This will be done in two phases, beginning with dimensions 1-4 in the first phase and focusing on the more complex dimensions 5-7 in the second phase. Cooperation with the ILO and its work on the manual for Decent Work Indicators was highlighted as essential.

IV. PLANNED ACTIVITIES AND OUTPUTS

9. Building on the work accomplished to date, the Expert Group will undertake the following activities:

(a) Revise the concept paper in order to reach a consensus on what is meant by a framework; elaborate on the levels of analysis taking into account the heterogeneity of jobs in society and individual expectations; and explain further the “perspective of the employed person” on quality of employment adopted by the previous Task Force and its links to the perspectives of the employer and of society;

(b) Review and, if necessary, revise the sub-dimensions of quality of employment and their positioning in the conceptual structure;

(c) Revise the list of potential indicators, adding and removing indicators reflecting the discussions at the 58th plenary session of the Conference of the European

Statisticians, the conclusions of country reports and the discussions in the meeting in 2011;

(d) Produce a template indicator sheet outlining the information to be provided on each indicator, e.g. definition/formula, measurement objective, recommended disaggregation, data sources and limitations and interpretation guidelines, etc.;

(e) Specify indicators in detail by completing the indicator sheets for dimensions 1-4 (Safety and ethics of employment; Income and benefits from employment; Working hours and balancing work and non-working life; and Security of employment and social protection) in a first phase;

(f) Organize a meeting on Measuring Quality of Employment in autumn 2013 in order to report and seek feedback on the revision of the concept paper, updated indicator list and the indicator sheets for dimensions 1-4;

(g) Further develop dimensions 5-7 (Social dialogue; Skills development and life-long learning; and Work place relationships and work motivation) in a second phase and produce experimental indicator sheets for these dimensions.

10. The Expert Group will report on its progress periodically to the CES Bureau.

V. TIMETABLE

11. The work defined by the Expert Group should be completed by June 2015.

February 2012	The Expert Group is constituted with members and chair(s) and drafts a detailed work plan.
Third quarter 2013	Seventh Meeting on Measuring Quality of Employment to discuss the revision of the concept paper, updated indicator list and the guidelines for measuring dimensions 1-4.
September 2013	Progress report to the CES Bureau meeting in October/November 2013.
Third quarter 2014	Completion of the work with guidelines on dimensions 5-7.
January 2015	Submission of the draft report on the Expert Group's work to be considered at the February 2015 meeting of the CES Bureau. If the Bureau agrees, the report will be sent to all CES members for electronic consultation prior to its submission to the CES plenary session in June 2015.
June 2015	Presentation of the final report to the CES 2015 plenary session for endorsement.

VI. METHODS OF WORK

12. The Expert Group will communicate electronically, e.g. through e-mail or wiki, and will hold periodic teleconferences. The Expert Group may schedule, to the extent resources allow, some face-to-face meetings. The work of the Expert Group could also be presented at related forums on labour and employment statistics to seek feedback from specialists.

VII. MEMBERSHIP

13. The following countries and organizations have confirmed their interest in participating in this Expert Group: Azerbaijan, Australia, Canada, Finland, France, Germany, Israel, Italy, Luxembourg, Republic of Moldova, Switzerland, Eurostat, Eurofound, ILO, OECD and Women in Informal Economy Globalizing and Organizing (WIEGO). The Expert Group is open to all interested countries and the Expert Group may invite countries and/or organizations which are involved in relevant work to become members.

14. The Expert Group will be chaired by Germany.

15. UNECE will provide secretariat support to the Expert Group. Eurostat and ILO will also provide support in coordinating the Expert Group's activities.

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