Discussion of “Employment: A proposal for internationally comparable indicators”

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New MDG Target, Goal 1

- “Achieve full and productive employment and decent work for all, including women and young people.”
Choice of dimensions and indicators
Decent work framework

- “Opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.”

- 4 fundamental axes: international labour norms, employment, social protection and social dialogue
  
Other QE frameworks

- European Union’s quality of work framework
- European Foundation for the Improvement of Living and Working Conditions (Job and employment quality).
<table>
<thead>
<tr>
<th>OPHI Proposals</th>
<th>Joint seminar proposals</th>
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<tbody>
<tr>
<td>PROTECTION:</td>
<td>FLEXISECURITY:</td>
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<tr>
<td>1. Informal employment</td>
<td>1. Job tenure; 2. Involuntary temporary jobs;</td>
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<td></td>
<td>3. Casual/daily workers.</td>
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<td>INCOME:</td>
<td>INCOME FROM CURRENT EMPLOYMENT:</td>
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<td>2. Income from employment (working</td>
<td>1. Inadequate earnings rate; 2. Average</td>
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<td>poor?)</td>
<td>earnings in selected occupations; 3. <strong>Employment share of working poor</strong>; 4. Manufacturing wage indices</td>
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**SAFETY:**
3. Occupational hazard – accidents, *actual illness*, hazardous situations

**SAFE WORK:**
1. Fatal injury rate; 2. **Incidence rate of occupational accidents**; 3. Labour inspection; 4. Insurance coverage for occupational injury; 5. Hazardous occupations rate; 6. % of workers who feel health and safety at risk

**TIME:**
4a. Time-related underemployment
4b. Over-employment
5. *Multiple activities*

**HOURS OF WORK & BALANCING WORK AND NON-WORK LIFE:**
1. **Excessive hours**; 2. Employment rate of women with children under compulsory school age
<table>
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<th>QUANTITY:</th>
<th>ACCESS TO EMPLOYMENT:</th>
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| | Other dimensions: CHILD LABOUR & FORCED LABOUR; SKILLS DEVELOPMENT; FAIR TREATMENT IN EMPLOYMENT; SOCIAL PROTECTION; SOCIAL DIALOGUE; SOCIO-ECONOMIC CONTEXT |
New MDG Target: Indicators

- Employment to population ratio,
- Labour productivity,
- Working poor, and
- Employment share of own-account and CFW
ILO’s Other Interest

- Social protection, Social dialogue and Workers’ rights
  - such as social security coverage and expenditures; pension receipt and contribution; union density; coverage of collective bargaining agreements; industrial disputes; respect for rights enshrined in national legislation and international norms
Illness Indicator

- May not produce reliable data
  - difficult to establish causal relationship between illnesses and work.
- One alternative: limit options to those that are known to be almost exclusively employment-related
- Other: Use umbrella perception indicator in the Joint seminar proposal.
Multiple activities indicator

- Formulation unclear
- To what are we relating the number of jobs?
- Could it instead be the number of persons with such activities?
- Is income generating only cash income?
- What is value-added?
Time-related underemployment; Excessive hours + cut income

- Major issues in the labour markets of developing economies?
- Not mismatch of skills and jobs; low income and other poor working conditions?
Quantity indicator: discouraged unemployed

- Only one aspect of labour under-utilization
- What of other groups with marginal attachments to the labour force?
- Need stronger case for singling out the discouraged unemployed
What are the indicators?

- Income dimension:
  - The distribution?
  - Some area based on a cut-off in the distribution?
  - Some level measures?
Questions

- **Informal employment**: The first two questions are for identification of the IS.
- **Income**: Assessing profit a cognitive challenge for some SE persons e.g. itinerant salespersons or service workers
- **Occupational safety and health**: Question 1.3 - Multiple injuries possible
Sources: LFS

- Topics: Earnings; Hours of work, including time-related underemployment; Continuity of employment; Informal employment; Social protection; Social dialogue; Labour-related migration; Child labour and gender aspects of the labour market.
Conditions

- Periodicity with which the additional data would be required;
- Survey pattern, especially the sampling scheme;
- Sub-sampling, provided this is consistent with the precision requirements of the supplementary topics.
Possible treatment of questions

- Insert within the normal flow of the existing data collection instrument
- Separate module applied to all or a sub-sample of the households: former - cost and time; latter - precision problems for rare events e.g. occupational accidents, violence
Possible treatment of q’s 2

- Use same sample to conduct a stand-alone survey at a time not too far removed from the original survey.
- Conduct a stand-alone survey on a new sample from the same sampling frame and then use statistical matching to explore relationships.
- Conduct a survey covering all aspects of interest
LFS & LSMS

- Use sub-sample LFS households for LSMS
- Include more LM q’s in LSMS
- European Foundation surveys on living and working conditions