

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



*Missing Dimensions of Poverty Data
OPHI Workshop, Oxford, 29-30 May*

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
 - See: Anker, R., Chernyshev, I., Egger, Ph., Mehran, F. and Ritter, J., *Measuring decent work with statistical indicators*. Policy Integration Department, Statistical Development and Analysis, Working Paper No. 2. International Labour Office, Geneva, October 2002.



Other QE frameworks

- European Union's quality of work framework
- European Foundation for the Improvement of Living and Working Conditions (Job and employment quality).



OPHI Proposals	Joint seminar proposals
<p>PROTECTION: 1. Informal employment</p>	<p>FLEXISECURITY: 1. Job tenure; 2. Involuntary temporary jobs; 3. Casual/daily workers</p>
<p>INCOME: 2. Income from employment (working poor?)</p>	<p>INCOME FROM CURRENT EMPLOYMENT: 1. Inadequate earnings rate; 2. Average earnings in selected occupations; 3. Employment share of working poor; 4. Manufacturing wage indices</p>



<p>SAFETY:</p> <p>3. Occupational hazard – accidents, <i>actual illness</i>, hazardous situations</p>	<p>SAFE WORK:</p> <p>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</p>
<p>TIME:</p> <p>4a. Time-related underemployment 4b. Over-employment 5. <i>Multiple activities</i></p>	<p>HOURS OF WORK & BALANCING WORK AND NON-WORK LIFE:</p> <p>1. Excessive hours; 2. Employment rate of women with children under compulsory school age</p>



QUANTITY:

6. *Discouraged unemployed*

ACCESS TO EMPLOYMENT:

1. Participation, unemployment, inactivity rates; 2. Employment to population ratio; 3. **Time-related under-employment**; 4. **Informal employment**

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
 - ILO (2007) Qualitative indicators of labour standards : Comparative methods and Applications, Edited by David Kucera, ILO Geneva



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

- ILO October 2005 seminar: “The use of labour force surveys for collecting additional labour-related statistics.”
- 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.
- See the report on http://www.ilo.org/public/english/bureau/integration/download/events/5_3_68_finalreport.pdf



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

