



**Oxford Poverty and Human Development Initiative
Department of International Development
Queen Elizabeth House
University of Oxford**

MISSING DIMENSIONS OF POVERTY DATA

A Proposal for Internationally Comparable Indicators of Employment

María Ana Lugo (maria.lugo@economics.ox.ac.uk)

Version updated by: October 2009

This document contains a modified version of the survey questions proposed in the paper '*A Proposal for Internationally Comparable Indicators of Employment*'¹ prepared for the May 2007 Workshop on Missing Dimensions of Poverty Data. The paper recommended that these questions – or a refinement of them – might be considered a 'module' that could be added to nationally representative individual or household surveys. This module suggests a set of indicators of employment, the first six relating to quality of employment and the last to quantity of employment. These indicators are not all new; however it is proposed that when absent, they should be included alongside the employment data already being collected in individual/household surveys to provide a richer understanding of employment quality.

INDICATORS

- | | |
|---------------------|--|
| Protection: | 1. Informal employment |
| | 2. Responses to shock |
| Income: | 3. Income from employment (including self-employed earnings) |
| Time: | 4. Under/over employed (prefer to work more/less than at present) |
| | 5. Multiple activities (number of income generating jobs) |
| Safety: | 6. Occupational hazard (accidents, illnesses, and workplace exposures) |
| Perceptions: | 7. Respectful and fair treatment at work, perceived possibilities for advancement and autonomy |
| Quantity: | 8. Discouraged workers (prefer to work but have stopped searching) |

¹ Lugo, María Ana (2007), *A proposal for internationally comparable indicators of employment*, OPHI Working Paper no. 2. Available at: http://www.ophi.org.uk/pubs/Lugo_Employment_FINAL.pdf or in December (2007) *Oxford Development Studies* (35:4, p. 361-378).

1. PROTECTION (TO BE ASKED OF ALL HOUSEHOLD MEMBERS)

HH member (number)	[TO EMPLOYEES AND FAMILY WORKERS]				E5. Are you covered or entitled to social security benefits?	E6. Are you covered or entitled to health insurance or free medical care?
	E1. For this work will you receive a retirement pension?	E2. Are you entitled to paid sick leave?	E3. Are you entitled to paid holidays?	[FEMALE 15-49 ONLY] E4. Are you entitled to maternity leave?		
	1. Yes 2. No 99. Don't know/No answer	1. Yes 2. No 99. Don't know/No answer	1. Yes 2. No 99. Don't know/No answer	1. Yes 2. No 99. Don't know/No answer	1. Yes 2. No 99. Don't know/No answer	1. Yes 2. No 99. Don't know/No answer
	E1	E2	E3	E4	E5	E6
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

***NOTE QUESTIONS E1 THROUGH E6 SHOULD BE ASKED IN THE STANDARD MANNER ASKED IN THE HOUSEHOLD OR LABOR FORCE SURVEY IN THE COUNTRY IN WHICH THE SURVEY IS BEING IMPLEMENTED. SEE THE CHILE SURVEY (ON OPHI WEBSITE) TO SEE THE QUESTIONS USED THERE, WHICH WERE TAKEN FROM CHILE'S CASEN HOUSEHOLD SURVEY.

2. RESPONSES TO SHOCK (TO BE ASKED OF RESPONDENT)

<p>E7. During the last 12 months, your household income:</p> <p>1. Increased → Go to E10 2. Remained constant → Go to E10 3. Decreased</p>	
<p>E7</p>	
<p>E8. The reason your income decreased is:</p> <p>1. Yes 2. No 99. Don't know/no answer</p>	
1.	Had less sales or there was less work, but they were still working.
2.	The involuntary loss of a household member's job.
3.	Shut-down or bankruptcy of the family business.
4.	Sickness, serious accident or death of a household member who had an income.
5.	A household member who had an income left the home.
6.	Natural disaster (Drought, frost, flooding, earthquake, etc.).
7.	Reduction in the income received from someone who is not part of the household (for example, fewer remittances from abroad).
8.	Other.

<p>E9. What did you do in response to this decrease in your income?</p> <p>1. Yes 2. No 99. Don't know/No answer</p>	
1.	Spent savings/sold assets/furniture/livestock /etc.
2.	Went into debt or borrowed money
3.	Those who worked had to work more
4.	Other household members started working
5.	Received a State subsidy
<p>E9_5 Which? Specify.</p>	
6.	Received help from an NGO/Church
7.	Reduced food/consumption
8.	Received help from family or other people outside the household
9.	Started to sell household goods
10.	Started to do another informal activity
<p>E9_10 Which informal activity? Specify.</p>	

<p>E10. If a household member lost their job, would your household have enough savings to get by for 3 months without someone from the household getting a job?</p> <p>1. Yes 2. No 99. Don't know</p>	
<p>E10</p>	

7. PERCEPTIONS (TO BE ASKED OF RESPONDENT)

<p>E21. To what extent do you feel that</p> <p>a. Your boss and/or workmates treat you with respect at work? Except self-employed workers.</p> <p>b. Your boss and/or workmates treat you unfairly at work? Except self-employed workers.</p> <p>c. You make good use of your knowledge/abilities at work?</p> <p>d. You have the possibility to progress and improve at work?</p> <p>1. Always 2. Frequently 3. Occasionally 4. Never 99. DK/NA</p>		<p>E22. How true are the following statements for you?</p> <p>a. I have discovered a satisfying purpose at work.</p> <p>b. I am motivated to give my best at my work.</p> <p>c. At work I have a lot of autonomy and I can organise myself as I want.</p> <p>1. Not true at all 2. Somewhat true 3. Quite true 4. Completely true 99. DK/NA</p>				
E21a	E21b	E21c	E21d	E22a	E22b	E22c

8. QUESTION ON DISCOURAGED WORKERS

E23. Why didn't you look for work in the **last four weeks**?:*

1. Found work and will start in the next 30 days
2. Is waiting to hear the results of some applications

→ *Alternatives 1 to 2 go to ... as unemployed*

3. Doesn't have anyone with whom to leave the children
4. Doesn't have anyone with whom to leave the elder adults in the household
5. A relative is against it
6. Household tasks
7. Looks for work when they really need it or when it has been necessary
8. Has no money to cover the cost of looking for work
9. Thinks no one will give them work
10. Doesn't have the necessary training to work
11. Doesn't like work rules and schedules
12. The wages they offer are too low
13. Has sporadic work
14. Got tired of looking

→ *Alternatives 3 to 14 go to ... as inactive*

15. Chronic illness or disability
16. Student
17. Retired or pensioner
18. Rentier
19. Has no interest in working
20. Other reason

→ *Alternatives 15 to 20 go to ... as inactive*

E23

***NOTE: THIS IS THE QUESTION ASKED IN CHILE'S CASEN SURVEY. RESEARCHERS SHOULD USE A FORM OF THE QUESTION SUITED TO THEIR CONTEXT (E.G., FROM NATIONAL HOUSEHOLD OR LABOR FORCE SURVEYS) OR ADJUST THIS ONE IF NONE EXISTS.**

