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MISSING DIMENSIONS OF POVERTY DATA

A Proposal for Internationally Comparable Indicators of Employment

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This document contains a modified version of the survey questions proposed in the paper *A Proposal for Internationally Comparable Indicators of Employment* (Lugo 2007) 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 unemployed (prefer to work but have stopped searching) |

Note we also include here three questions from our empowerment module as they relate to the domain of employment (questions EMP6-EMP8 below).

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)

E7. During the last 12 months, your household income:	
1. Increased → Go to E10 2. Remained constant → Go to E10 3. Decreased	
E7	
E8. The reason your income decreased is:	
1. Yes 2. No 99. Don't know/no answer	
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.	

E9. What did you do in response to this decrease in your income?	
1. Yes 2. No 99. Don't know/No answer	
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	
E9_5 Which? Specify.	
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	
E9_10 Which informal activity? Specify.	

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?	
1. Yes 2. No 99. Don't know	
E10	

3. SELF-EMPLOYED INCOME (ALL HOUSEHOLD MEMBERS)

		[AFTER QUESTIONS ON INCOME FROM EMPLOYMENT]
	HH member (number)	E11. How much do you usually take home in a regular period?
		[TIME UNIT]
		DAY...1
		WEEK...2
		MONTH...3
		E11
	1	
	2	
	3	
	4	
	5	
	6	
	7	
	8	
	9	
	10	

4. OVERWORK & UNDERWORK (RESPONDENT ONLY)

E12. Considering the total number of hours worked last week, would you like to work fewer hours at the expense of a reduction in income?
 1.- Yes
 2.- No
Only the interviewee answers

E13. Considering the total number of hours worked last week, would you like to work more hours in order to increase your income?
 1.- Yes
 2.- No
Only the interviewee answers

E12	E13

****TO BE ASKED AFTER STANDARD QUESTION ON HOURS WORKED.**

5. MULTIPLE ACTIVITIES (ALL HOUSEHOLD MEMBERS)

E14. Do you have another or other occupations aside from your main occupation (**secondary activity or occupation**)?
 1. Yes
 Indicate how many (E14a)
 2. No → go to E15

E14	E14a

6. OCCUPATIONAL HAZARD

<p>E15. Have you suffered any accidental injury, illness, disability or other physical or mental health problem caused by work during the past 12 months?</p> <p>[Regarding the main occupation]</p> <p>1. Yes → E15_1 when? Indicate month (1-12) 2. No → Go to E19, if not the respondent, go to E23 99. DK/NA → Go to E19</p> <p>E16. Did any of these incidents lead to loss of work of one or more days?</p> <p>1. Yes → E16_1 indicate the number of days 2. No → Go to E19 99. DK/NA → Go to E19</p> <p>E17. The most serious incident had:</p> <p>1. No permanent effect. 2. A permanent effect, but you're able to carry on with the same job. 3. A permanent effect, but you're able to work, although not in the same job. 4. A permanent effect that prevents you from working at all. 99 DK/NA</p>	<p>E18. Thinking about the most serious of these injuries or health problems, how would you describe it?</p> <ol style="list-style-type: none"> 1. Bone, joint or muscle problem which may affect (or is mainly connected with) arms, hands, neck, or shoulder. 2. Bone, joint or muscle problem which may affect (or is mainly connected with) hips, legs or feet. 3. Bone, joint or muscle problem which may affect (or is mainly connected with) the back. 4. Breathing or lung problems. 5. Skin problem. 6. Hearing problem. 7. Stress, depression or anxiety. 8. Headache or eye strain. 9. Heart disease/attack, other circulatory system. 10. Infectious disease. 11. Other (specify). 99. DK/NA 	<p>E19. Thinking about the place where you work:</p> <p>Do you have clean water? Do you have adequate toilets? Are you exposed to uncomfortable work postures or spend long hours standing? Do you work with cutting/grinding machines or hand tools? <i>If the answer is Yes, go to d1, the rest go to question e</i></p> <p>d1. Do you have adequate protection?</p> <p>Are you exposed to noise too loud to talk normally? <i>If the answer is Yes, go to e1, the rest go to question f</i></p> <p>e1. Do you have adequate protection?</p> <p>Are you exposed to extreme temperatures (high or low)? <i>If the answer is Yes, go to f1, the rest go to question g</i></p> <p>f1. Do you have adequate protection?</p> <p>Are you exposed to harmful chemicals, dust, fumes, smoke, gases or vapours? <i>If the answer is Yes, go to g1, the rest go to question h</i></p> <p>g1. Do you have adequate protection?</p> <p>Do you handle heavy loads? <i>If the answer is Yes, go to h1, the rest go to question i</i></p> <p>h1. Do you have adequate protection? Other, specify _____</p> <p style="text-align: center;">1. Yes 2. No 99.- Don't Know/Not relevant</p>	<p>E20. How concerned are you (if at all) that this job might cause you physical or mental harm?</p> <ol style="list-style-type: none"> 1. Very concerned 2. Somewhat concerned 3. Not very concerned 4. Not concerned 99. Don't know
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							E19											E20					
Or	E15	E15_1	E16	E16_1	E17	E18	E18 other		A	B	c	d	d1	e	e1	f	f1	g	g1	h	h1	i	
1																							
2																							
3																							
4																							
5																							
6																							
7																							
8																							
9																							
10																							

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 EMPLOYMENT

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.**

EMPOWERMENT QUESTIONS ON EMPLOYMENT THAT CAN BE ASKED AT END OF MODULE (RESPONDENT ONLY)*

<p>EMP6. When decisions are made regarding what kind of job you will do (or tasks, if you don't work away from home), who is it that normally makes the decision?</p> <p>1. You 2. You and your spouse or partner 3. You and someone else (not your spouse/partner) Alternatives 1 to 3 go to EMP8_1 for respondents who work; or 8_2 for respondents who do not.</p> <p>4. Your spouse/partner 5. Other (neither spouse/partner nor you) 6. The community/social organisation/neighbourhood board</p>	
EMP6	
<p>EMP7. If you wanted to, would you be able to make these decisions alone?</p> <p>1. Yes 2. No</p>	
EMP7	

EMP8_1 ONLY INTERVIEWEES WHO WORK ANSWER

People often have several reasons for doing something. In each module in this survey, we will ask you why you do certain activities. For example, you might do something because of outside circumstances, to obtain a benefit or avoid punishment, or to please others, or because you truly value this. There is no right or wrong answer and often you may have several reasons for acting as you do.

EMP8_1 I will now ask you to express your level of disagreement or agreement with the following statements, where 1 is greatly disagree with the statement and 4 is strongly agree, regarding why you do the job you do. Show Card	Strongly disagree	Disagree	Agree	Strongly agree	Don't know/No answer
a.- I do this job only because I need the money.	1	2	3	4	99
b.- I do this job because my spouse/partner, other people, society, social organisations or my community insist that I do.	1	2	3	4	99
c.- I do this job because others expect it of me or to obtain their approval. If I didn't, they might blame me. .	1	2	3	4	99
d.- I do this job because I personally consider it important.	1	2	3	4	99

EMP8_2 ONLY INTERVIEWEES WHO DON'T WORK ANSWER

People often have several reasons for doing something. In each module in this survey, we will ask you why you do certain activities. For example, you might do something because of outside circumstances, to obtain a benefit or avoid punishment, or to please others, or because you truly value this. There is no right or wrong answer and often you may have several reasons for acting as you do.

EMP8_2 I will now ask you to express your level of disagreement or agreement with the following statements, where 1 is greatly disagree with the statement and 4 is strongly agree, regarding the tasks you carry out at home. Show Card	Strongly disagree	Disagree	Agree	Strongly agree	Don't know/No answer
a. I do the household tasks only because they're necessary.	1	2	3	4	99
b. I do the household tasks because my spouse/partner, other people, society, social organisations or my community insist that I do.	1	2	3	4	99
c. I do the household tasks because others expect it of me or to obtain their approval. If I didn't, they might blame me.	1	2	3	4	99
d. I do the household tasks because I personally consider it important.	1	2	3	4	99

*See technical notes on empowerment module for details of how to implement and analyse these questions.