

Future Skills Centre Seminar

Quality of Employment: the perspective of national statistical agencies

December 6, 2022

Vincent Hardy, Senior Analyst Centre for Labour Market Information (CLMI), Statistics Canada



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Outline of presentation

1. Concept of quality of employment – the national statistical office perspective
2. UNECE Quality of Employment Framework

What is quality of employment or job quality?

- The UNECE Handbook on Measuring the Quality of Employment, defines quality of employment as, “the entirety of aspects of employment that may affect **the well-being of employed persons**,” (UNECE, 2015, p. 6).
- Similarly, the OECD job quality framework focuses on “aspects of a job that have been shown to be particularly important for workers’ **well-being**,” (Cazes et al., 2015, p. 7).

Employment



Well-being

Quality of employment: the perspective of national statistical offices

- Statistical offices, businesses or researchers aiming to measure quality of employment encounter several competing frameworks and approaches:
 - Eurofound – **J**ob quality
 - OECD – **J**ob quality
 - Earnings quality
 - Labour market security
 - Quality of the working environment
 - ILO – Decent **w**ork
 - UNECE – Quality of **e**mployment

- What framework is most appropriate to your needs or interests?

Work, employment, or job quality?

	Definition
Work	“any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use” (ILO, 2013)
Employment	“work performed for others in exchange for pay or profit ” (ILO, 2013)
Job	“a set of tasks and duties performed (or meant to be performed) by one person for a single economic unit in relation to activities defined as employment ” (ILO, 2018, paragraph 8)

The multi-level nature of quality of employment

- Metaphor of a car (Piasna, Burchell, Sehnbruch and Agloni, 2017):
 - **Workers** (drivers)
 - **Jobs** (vehicles)
 - **Legal framework** (traffic laws)
 - **Welfare policy** (road traffic safety)
 - **Structural features of the labour market** (roads)
- ILO – Decent work: workers, jobs, legal framework, welfare policy, structural features
- UNECE – Quality of employment: workers, jobs, welfare policy (job-dependent), structural features
- OECD – Job quality: jobs, welfare policy (unemployment benefits)
- Eurofound – Job quality: job level

Statistics Canada's use of the UNECE framework

- UNECE framework :
 - Created by and for labour statisticians working in a diversity of contexts
 - Not tied to a policy agenda
 - Flexible “tool-box” with a broad range of measures
 - Does not require a dedicated survey
 - Suitable for indicator tracking
- See: [Quality of Employment in Canada \(statcan.gc.ca\)](http://statcan.gc.ca)
- Job-level focus of the Eurofound and OECD framework offer a clearer level of analysis (jobs), but miss some aspects (e.g. multiple job holding, gender pay gaps)
 - Suited for multi-variate analysis
- See: [Assessing Job Quality in Canada: A Multidimensional Approach \(statcan.gc.ca\)](http://statcan.gc.ca)

UNECE QoE structure: How employment can satisfy human needs

- Safety and ethics:
 - E.g. Exposure to physical health risk factors
- Income and benefits
 - E.g. Employees with low pay
- Working time and work-life balance
 - E.g. Long working hours
- Security of employment and social protection
 - E.g. Perceived job security
- Social dialogue
 - E.g. Collective bargaining coverage rate
- Skills development and training
 - E.g. Training participation
- Employment-related relationships and work motivation
 - E.g. Relationship with supervisor



Indicator sheets

Short name	Night work (3b1)
Name	Percentage of employed persons who usually work at night
Dimension and sub-dimension	<p>3. Working hours and work-life balance</p> <ul style="list-style-type: none"> a. Working hours b. Working time arrangements c. Work-life balance
Measurement objectives	<p>Indicators measuring working time arrangements provide information about atypical working time. The indicator aims to measure how many and which persons are more exposed to working at night. Working at night impacts on balancing work and family life and could lead to health problems.</p> <p>Nevertheless, some forms of working time arrangements can result from a personal choice and are not considered burdensome.</p> <p>Statistics on working time are needed to implement, monitor and evaluate policies and programmes dedicated to the balance of work and family life.</p>
Formula	$\frac{\text{Number of employed persons who usually work at night}}{\text{Total number of employed persons}} \times 100$



100

Questions and Discussion



Works Cited

- Cazes, S., A. Hijzen and A. Saint-Martin. (2015). “Measuring and Assessing Job Quality: The OECD Job Quality Framework”. OECD Social, Employment and Migration Working Paper No. 174. OECD, Paris, <https://doi.org/10.1787/5jrp02kpw1mr-en>
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