

Job quality in the European context

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Job quality and the EU policy (1)

1. Lisbon Strategy (2000)

“More and better jobs”, “promoting quality and productivity at work”.

2. European job quality indicators (Laeken 2001)

(1) “Characteristics of the job itself” and (2) “The Work and Wider Labour Market Context”, 10 sub-dimensions and 25 indicators, but mostly beyond the scope of job quality itself.

Limited policy and methodological impact.

3. Quality of employment framework (ILO, EuComm, OECD, UNECE, Eurofound; since 2000)

In 2007 proposed 11 dimensions and ca. 50 indicators.

Laeken job quality indicators

Dimensions		Indicator
I. Characteristics of the job itself	1) Intrinsic job quality	Transitions between non-employment and employment and, within employment, by pay level. Transitions between non-employment and employment and, within employment, by type of contract Satisfaction with type of work in present job.
	2) Lifelong learning and career development	Percentage of the working population age in education and training by gender, age group, employment status and education level. Percentage of the labour force using computers in work, with or without specific training.
II. The Work and Wider Labour Market Context	3) Gender equality	Ratio of women's gross hourly earnings to men's for paid employees at work Employment rate gap between men and women Gender segregation in occupations Gender segregation in sectors
	4) Health and safety at work	The evolution of the incidence rate (accidents)
	5) Flexibility and security	No. of employees working part-time and with fixed-term contracts as a percentage of the total number of employees
	6) Inclusion and access to the labour market	Transitions between employment, unemployment and inactivity
		Transitions between non-employment and employment or training
		Total employment rate, and by age group and education level Total long-term unemployment rate, and by gender Percentage of early school leavers Youth unemployment rate
	7) Work organisation and the work-life balance	Difference in employment rates for individuals aged 20-50 in households having/not having a child aged 0-6 years Children cared for (other than the family) as a proportion of all children in the same group Employees who left their job for family duties during the past year and intend to go to work, but are currently unavailable for work
	8) Social dialogue and workers' involvement	No agreement
	9) Diversity and non-discrimination	Employment rate gap for workers aged 55-64 years old Employment and unemployment rate gaps for ethnic minorities and immigrants
	10) Overall economic performance and productivity	Growth in labour productivity (both per hour worked and per person employed) Total output (both per hour worked and per person employed) Percentage of the population having achieved at least upper secondary education by gender, age group and employment status

Job quality and the EU policy (2)

4. Europe 2020 Strategy

5. Employment Guidelines (2010)

Participation, structural unemployment and promoting job quality; only concrete target is for employment rate (75%)

6. Annual Growth Survey and CSRs

Employment and social policies: participation, wage setting, training

7. Joint Employment Report (annual, with AGS)

Quantity of jobs, poverty, distribution; job quality missing

8. Scoreboard of key employment and social indicators

5 headline indicators unemployment & income

9. Employment Performance Monitor

Different (conflicting) perspectives

1. Difficult to reach a universally valued consensus in the area of employment and job quality
2. Ideological and interest differences between workers, employers and governments
 - Flexible forms of employment: linked to precariousness or leading to job rich recovery
 - Benchmarking countries or measuring of cost-effectiveness of labour market policies
 - Segmentation as a challenge: protection for all or flexibilisation for all

Embeddedness of job quality

1. Worker



2. Job



3. Legal framework



4. Welfare policy



5. Labour market structure



Successful approaches to “job quality”

1. Clear direction for improvement and for policy
2. “Growth and jobs” does not address job quality
3. Countries can and want to compete on, higher level of development
4. Worker well-being at a core
5. Statistics organized into a coherent, relevant, cross-nationally comparable framework
6. Prominence and legitimacy, internationally agreed