



International
Labour
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Assessing the quality dimensions of youth employment offers

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Introduction and pilot project

Introduction:

Job quality – traditional and new elements (1)

“Traditional” sets of issues/elements

- Concerns since the 19th century (e.g. ILO standards since 1919).
- The long-standing elements of working conditions policies include:
 - wages (level, arrears, equal pay)
 - working hours (daily and weekly limits)
 - rest and holiday (weekly, annual leave)
 - night work (hours limits, health and safety, remuneration)
 - maternity protection (maternity leave, health and safety breastfeeding breaks)
 - social protection

Introduction:

Job quality – traditional and new elements (2)

“New” sets of issues/elements

- Work-family or ‘work-life’ balance.
- Employment insecurity (fixed-term contracts, risk of dismissal);
- Work intensification;
- Lack of autonomy/control;
- Workplace stress;
- Bullying and harassment;
- Lack of access to training;
- Lack of access to social dialogue/collective bargaining

Introduction: YG “good-quality” offer of employment

- “Youth Guarantee”: **good-quality offer of employment**,.....within a period of four months of becoming unemployed or leaving formal education.
- The definition of YG requires the **qualification of “good quality”** offers
- According to current interpretation, occupations that have low rate of sustainable labour market integration **are not considered quality offers**. This requires to define “sustainable labour market integration”.

Pilot project: EC-ILO Action and quality of offers

- Pilot application of the quality dimensions of youth employment offers during the EC-ILO Action in three EU countries
- Identification of dimensions and development of assessment tool for ex-ante definition of “quality offer”
- Validation of the tool with policymakers, practitioners, social partners and youth organizations (2016 – mid 2017)
- Refining of tool/checklist for assessing quality at offer
- Development of guidance note/paper for policymakers and practitioners



Overview of job quality: Analytical approaches

Job quality frameworks

- **Decent work indicators** (ILO, 2012): individual- (e.g. earnings, social security) and macro-level indicators (e.g. employment opportunities, social dialogue);
- **Job quality index** (Eurofound, 2012): mostly micro with many subjective indicators;
- **Indicators for job quality** (EMCO, 2013): include both macro- (e.g. gender equality) and individual-level indicators (e.g. earnings, work intensity);
- **Quality of employment** (UNECE, 2015): combine macro and individual, objective and subjective indicators;
- **Job quality framework** (OECD, 2015): micro and macro indicators, combined in indexes.

Job quality frameworks

Decent work indicators (ILO):

Dimension	Measurement
Employment opportunities	Quantity of labour demand and supply and the quality of employment
Adequate earnings and productive work	Work-related earnings as well as working poverty and low pay work
Decent working time	Hours worked, excessive hours, time-related underemployment and paid annual leave
Combining work, family and personal life	Standards and fundamental principles and rights and social protection (unusual work hours, maternity protection, maternal/parental leave)
Work that should be abolished	Child and forced labour
Stability and security of work	Non-standard forms of employment, job tenure, subsistence work and earnings of casual workers
Equal opportunity and treatment	Gender-related equality of opportunity and treatment and population groups which may suffer discrimination
Safe work environment	Occupational injury frequency rate (fatal and non-fatal), time lost per occupational injury and labour inspection (inspector/10,000 employed)
Social security	Benefits to protect from lack of work-related income (unemployment, sickness, disability, maternity, employment injury, old age); access to health; family support; and poverty and social exclusion
Social dialogue, employers' and workers' representation	Trade union and employers' organization density, collective bargaining coverage, days not worked (strikes and lockouts)
Economic and social context	Labour productivity, income inequality, children not in school, education adult population, real GDP per capita.

Source: ILO: *Decent Work Indicators: Concepts and Definitions*, ILO Manual, Geneva, 2013.

Job quality frameworks

Job quality in Europe (Eurofound)

Dimension	Content
Earnings	Hourly earnings
Prospects	Job security, career progression, contract quality
Intrinsic job quality	<p>Skills and discretion (0.25)</p> <ul style="list-style-type: none">▪ Skills and autonomy <p>Good social environment (0.25)</p> <ul style="list-style-type: none">▪ Social support, absence of abuse <p>Good physical environment (0.25)</p> <ul style="list-style-type: none">▪ Low level of physical and posture-related hazards <p>Work intensity (0.25)</p> <ul style="list-style-type: none">▪ Pace of work, work pressure, emotional/valu conflict demand
Working time quality	Duration, scheduling, discretion, and short term flexibility over working time

Source: Eurofound, *Trends in Job Quality in Europe*, Luxembourg, 2012

Job quality frameworks

Indicators for job quality (EMCO):

Dimensions	Sub-dimensions
1. Socio- economic security	1.1 Adequate earnings 1.2 Job and career security
2. Education and training	2.1 Skills development 2.2 Employability
3. Working conditions	3.1 Health and safety at work 3.2 Work intensity 3.3 Autonomy 3.4 Collective interest representation
4. Work-life and gender balance	4.1 Work-life balance 4.2 Gender balance

Source: European Commission, “The future of work in Europe: job quality and work organisation for a smart, sustainable and inclusive growth”, Chapter 3 in *Employment and Social Developments in Europe 2014*, Brussels 2015.

Job quality frameworks

Measuring the quality of employment (UNECE)

Dimension	Sub-dimensions
Safety and ethics of employment	Safety at work
	Child labour and forced labour
	Fair treatment in employment
Income and benefits from employment	Income
	Non-wage pecuniary benefits
Working time and work-life balance	Working hours
	Working time arrangements
	Work life balance
Security of employment and social protection	Security of employment
	Social protection
Social dialogue	
Skills development and training	
Employment-related relationships and work motivation	Employment-related relationships
	Work motivation

Source: UN Commission for Europe, Handbook on Measuring Quality of Employment A Statistical Framework, New York and Geneva, 2015

Job quality frameworks

Job quality framework “Better life” (OECD)

Dimension	Headline indicators
Earnings	Earning quality <ul style="list-style-type: none">▪ Average earnings▪ Earning inequality
Labour market security	Labour market security against unemployment <ul style="list-style-type: none">▪ Unemployment risk▪ Unemployment insurance
	Labour market security against extreme low pay <ul style="list-style-type: none">▪ Probability of falling into extreme low-pay▪ Probability of getting out of extreme low pay
Quality of the working environment	Job strain Job demands <ul style="list-style-type: none">▪ Time pressure at work▪ Physical health risk factors Job resources <ul style="list-style-type: none">▪ Work autonomy and learning opportunities▪ Workplace relationships Supplementary indicator: Working very long hours

Source: Cazes, S., et al., “Measuring and Assessing Job Quality; The OECD Job Quality Framework”, *OECD Social, Employment and Migration Working Papers*, No. 174.



Job quality dimensions: A comparison

Summary Job quality dimensions (individual level)

Dimensions	ILO	OECD	EMCO	UNECE	Eurofound
Earnings	X	X	X	X	X
Hours of work	X	X		X	X
Job security	X	X	X	X	X
Lifelong learning	X	X	X	X	X
Safety and health at work	X	X	X	X	X
Work organization/content			X	X	X
Workplace relationships			X	X	X
Social security					
<i>1.Unempl. insurance and other cash benefits</i>	X			X	
<i>2. Family-friendly policy</i>	X	X		X	
<i>3. Pension</i>	X			X	
<i>4. Health insurance</i>	X			X	



Quality offers of youth employment: domains and elements

Criteria for quality domains and indicators

- The dimension/indicator selected is present in most of the existing quality frameworks;
- The dimension/indicator is – as far as possible – “objective” and “observable” at individual level;
- The dimension can be assessed at the time the offer is made;
- Benchmarks/reference value can be easily constructed on the basis of data regularly collected at national level or through normative texts (e.g. legislation or collective agreements).

Employment quality: domains and elements

1) Contract and social protection (security of employment):

Element/indicator	Benchmark(s)	Quality offer
Duration of contract	Minimum job tenure required to access unemployment benefit	Contract has duration \geq minimum job tenure required to access benefit
Access to social protection entitlements	Access to social protection (normative, labour legislation, collective agreement)	Contract gives access to social protection entitlements

Employment quality: domains and elements

2) Conditions of work: Earnings

Element/indicator	Benchmark(s)	Quality offer
Mean hourly earnings (gross, Euro/local currency)	Hourly earnings set by collective agreement (normative)	\geq hourly earning set by collective agreement
	Mean earnings by age and occupational groups (statistical)	\geq mean hourly earning youth (< 30) in occupation of choice
	Minimum wage (normative)	\geq hourly level of minimum wage AND $\geq 2/3$ mean hourly earnings (low-paid job)

Employment quality: domains and elements

3) Other conditions of work

Element/indicator	Benchmark(s)	Quality offer
Job/qualification match	Vertical education and occupation matching	Occupation is aligned to the qualifications of the young person
Average number of weekly hours of work (including excessive hours and involuntary part-time)	Average number of hours usually worked; Excessive hours of work; Involuntary part-time	\leq than what established by normative rules OR \leq average hours in occupation of choice AND Low incidence excessive hours No involuntary part-time

Employment quality: domains and elements

3) Other conditions of work (cont.)

Element/indicator	Benchmark(s)	Quality offer
Shift work, work during unsocial hours	Prevalence of shift work, work in unsocial hours	In line with labour law/collective agreement OR \leq average incidence in occupation of choice
Work intensity	Prevalence of shift work, work in unsocial hours	\leq average in occupation of choice

Employment quality: domains and elements

4) Occupational safety and health

Element/indicator	Benchmark(s)	Quality offer
Hazardous occupations	National list of hazardous occupations (specific provisions for 15-17)	Job is not in hazardous occupation OR
Exposure to physical mental health risk	Exposure to risk factors by economic sector/occupation (specific provisions for 15-17)	Exposure to physical and mental health risk is \leq than average exposure (occupation) OR \leq national average of reported accidents (occupation)

Employment quality: domains and elements

5) Workplace learning and skills development

Element/indicator	Benchmark(s)	Quality offer
Continued vocational training	Continued vocational training in collective agreement	\geq than what envisaged by collective agreement
	Prevalence of employer-sponsored non-formal education by occupation	\geq national average employer-sponsored training in occupation of choice



Quality of youth employment offers: A checklist

Quality of youth employment offers: A checklist



Dimension	Benchmark	Check
Job security	1. Job tenure	
	2. Social protection	
Earnings	3. Mean earnings	
Working conditions	4. Skills match	
	5. Hours of work	
	6. Excessive hours	
	7. Involuntary part-time	
	8. Unsocial hours/shift work	
	9. Work intensity	
OHS	10. Work-related health risk	
	11. Accidents at work	
Training	12. Job training	

Source: ILO, Assessing the quality dimensions of youth employment offers, (draft 2017)

Questions/comments

