



CENTRAL STATISTICAL OFFICE

EMPLOYMENT QUALITY INDICATORS



WARSAW 2014



Work plays an important and diverse role in human life. It not only provides the means for living but also affects its overall organization. We devote many hours a day to work – often more than to family, friends or developing interests. Work is also important for personal development and it can be a source of satisfaction and fulfilment. "Good work", which is undoubtedly influenced by conditions provided by the employer, is, for many people, not only an aim worth pursuing, but also worth influencing.

WHY ASKING ABOUT EMPLOYMENT QUALITY?

In the last several years, the issue of employment quality has been gaining increasingly more importance, becoming the subject of international discussions among labour statistics specialists. It should be emphasized that employment quality concerns many areas, such as:

- a) quality of life (we spend most of our life at work – if we care for quality of life, work is also its important part);
- b) social policy (objectives such as: poverty reduction, fertility policy support, strengthening social capital, all require better conditions and quality of work);
- c) legal regulations concerning the labour market (states create regulations with regard to employment quality and working conditions, e.g. minimum wage, working time, anti- discrimination, etc.).

QUALITY OR QUANTITY OF WORK?

Most analyses and strategies on the labour market are directed towards identification and shaping of phenomena related to labour supply and demand.

The analysis concerns mainly the number and percentage of employed persons. There are actions designed to reduce unemployment, activate youth, elderly people and other disadvantaged groups. In order to describe the situation on the labour market, statistics usually applies such measures as: economic activity rate, employment rate, unemployment rate, occupied positions and vacancies.

In this study we pay special attention to describing employment quality, i.e. working conditions, working time or the type of guarantees related to employment. Scientific publications from this area show that work quality and employment rate are related: in the countries where more employees participate in trainings or the levels of employment of women and men are

similar, the employment rate is higher. Analyses show also that the higher level of long-term unemployment is, the lower general quality of work¹⁾. These are the reasons why the work quantity indices should be supplemented with indicators related to its quality.

HOW WERE THE EMPLOYMENT QUALITY INDICATORS CREATED?

The basis for the conception of employment quality indicators were the works carried out by international organizations:

- The International Labour Organization (the issue of decent work indicators);
- The European Commission (Europe 2020 Strategy);
- The European Foundation for the Improvement of Living and Working Conditions (Eurofound) running among others The European Working Conditions Survey;
- The Organization for Economic Co-operation and Development OECD (measuring social development and quality of life).

In Poland, the organizations involved in the issues of work conditions and quality, among others, are: the Central Institute for Labour Protection, National Labour Inspectorate, Institute of Occupational Medicine, and the Ministry of Labour and Social Policy.

As a result of work of a group of experts affiliated with the UN Economic Commission for Europe, international guidelines on measuring quality of employment were created²⁾. Poland also undertook works on preparing a set of indicators describing the issue, and their effect is this publication, for the first time presenting, in one report, the employment quality indicators.

The publication presents 31 indicators divided into five thematic groups. For the majority of presented indices, the data concern 2013 (in some cases 2012 or 2011, which is the result of the frequency of collecting information). The indicators usually present the data by the percentage of employed persons. For each of them, short definitions and ways of calculations are given.

The presented indicators were calculated on the basis of the results of surveys carried out by the Central Statistical Office. Their largest part comes from a representative Labour Force Survey (BAEL in Polish), including the module

1) Erhel Ch., Guergoat-Larivière M., Job quality and labour market performance, CEPS working document, 2010, www.ceps.eu.

2) Więcej informacji na stronie internetowej Europejskiej Komisji Gospodarczej przy ONZ: <http://www.unecp.org/statistics/about-us/statstos/expert-group-on-measuring-quality-of-employment.html>.



accidents at work and work related health problems, but also from other researches, such as: structure of earnings by occupation survey, survey on working conditions, adult education survey.

The methodology and results of the above researches are discussed in detail in publications dedicated to the studies. Thematic publications and other information on the labour market statistics can be found on the CSO website: <http://stat.gov.pl/en/topics/labour-salaries/>.

We hope the presented indicators bring the subject matter closer to the users and motivate to deeper reflection about work – one of the most important activities in human life. Enjoy the reading and please, give your comments to help improve the next edition of the publication.

SAFETY AND ETHICS OF EMPLOYMENT

The first group of indicators includes basic values related to physical safety, health and dignity of employees. Safe work, not threatening life and health, is the basic work requirement, hence the indices from this group include accidents and main work hazards. An important element in this group of indicators is also equal access of particular people to work and adequate salary.

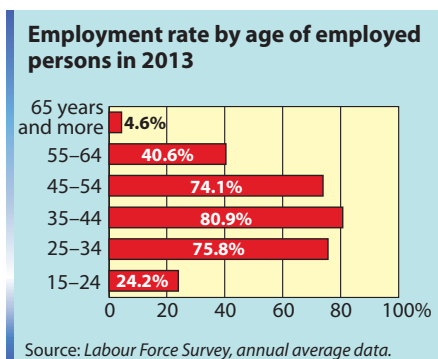
Differences in the employment rate



more, is one of the key indicators of the labour market. It shows the share of society who has a job.

The value of the indicator for Poland is among the lowest in Europe and is little above 50%, which means that

The employment rate, i.e. the percentage of employed (employees, the self-employed and unpaid family workers) in the group of all people aged 15 and



only half of Poles aged 15 and more work, and the rest are economically inactive (e.g. non-working retired people, students) or unemployed.

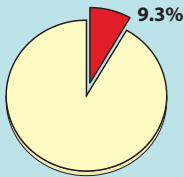
The value of this rate is much diversified, particularly regarding gender and age.

The employment rate for men is above 58%, and for women nearly 43%. With regard to the age of employees, the rate has the highest value for people aged 35-44 (8 people out of 10 are employed).

Working under hazardous conditions

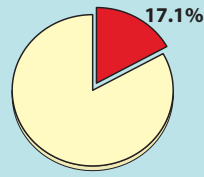
People working under hazardous conditions are those subject to at least one of the threatening factors: a) working environment (the influence of harmful factors occurring in the work process); b) strenuous work (harmful effects of performed activities, e.g. heavy physical effort) or c) mechanical factors (contact with dangerous devices).

Employees working under hazardous conditions in enterprises employing at least 10 persons in 2013.



Source: Survey on working conditions.

Women among all employed persons working under hazardous conditions in 2013.



Source: Survey on working conditions.

Less than 10% of employees work in hazardous conditions. They are usually men, while women make slightly more than 17% of all the people working under hazardous conditions.

Accidents at work

An accident at work is a sudden event due to an external cause, causing injury or death, occurring in connection with work or when the employee remains at the employer disposal on their way between the employer seat and the place of performing the duty under the employment contract.

In 2012 nearly 8 out of every one thousand employees got injured in accidents at work. On the other hand, the ratio of fatal accidents at work amounted to

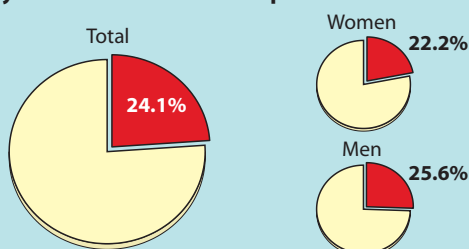


0.03 per 1000 employees, which means 3 fatal accidents per every 100 000 employees.

Exposed to forced awkward positions at work

The exposure refers to psychological factors that can seriously affect the employee mental state, and physical factors, including work environment (e.g. chemical, carcinogenic factors, radiation, noise and other) or excessive efforts.

Employed persons exposed to forced, awkward position or body movements at the workplace in 2013.



Source: "Accidents at work and work-related health problems" module conducted on the basis of Labour Force Survey in 2 quarter of 2013.

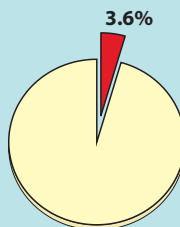
Forced, uncomfortable positions or body movements at work are indicated by slightly more than 24% of employees. Men are slightly more exposed to such hazards than women.

Exposed to noise hazard

Noise is one of the factors of working in hazardous conditions, already described by the indicator "People working under hazardous conditions". "Noise" means harmful sounds that can cause damage to hearing and other changes in the human body, or can significantly hinder work performance. Limits of noise levels are regulated by relevant standards.

In Poland, work in conditions of noise hazard is not a common threat - 3.6% of employees worked in such conditions in 2013.

Employees exposed to noise hazard in enterprises employing 10 and more people in 2013.



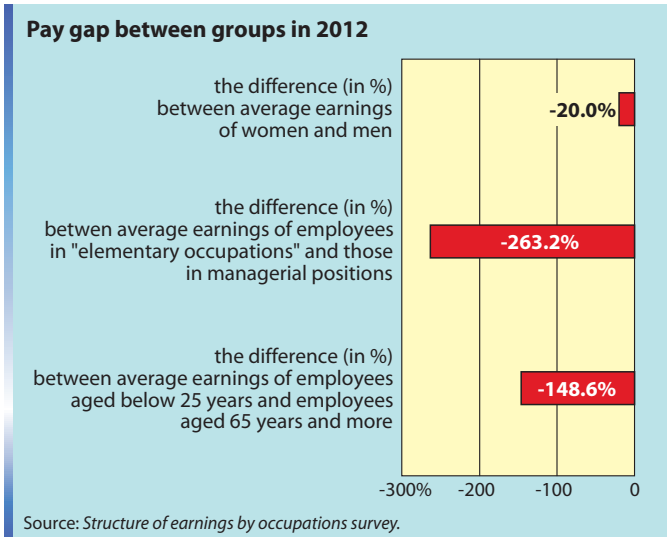
Source: Survey on working conditions.

Pay gap

Pay gap is the index used to compare wages among different groups (e.g. between women and men). It shows (in %) how the earnings of the analysed group differ from the wages of another group of people. For the purposes of the employment

quality indicators, the analysis covered the lowest pay as compared to the highest in the given group, therefore the ratio was always negative.

The first analysed relation is the remuneration of women as compared to men. The wages of women



are lower than men, calculated both, based on the average monthly gross wages and salaries (the value of the indicator: -20.0%) and based on hourly pay, though the difference is smaller here (-13.5%).

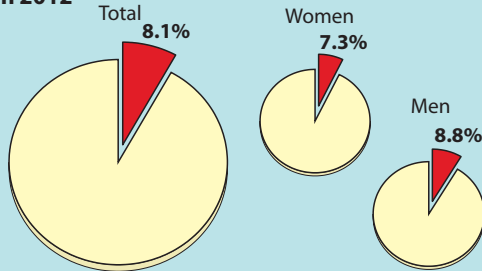
Much bigger differences occur for the analysis covering age and occupation. For the youngest employees aged up to 24 (the group with the lowest pay), as compared to the oldest employees aged 65 and more, the pay gap is nearly -150.0% . Whereas the "elementary occupation employees" earn on average almost 4 times less than the managers (the pay gap is -263.2%).

Access to managerial positions

The analysis on pay gap is supplemented by the indicator of equality in access to managerial positions.



Employees in the occupational group of managers in 2012



Source: Structure of earnings by occupations survey.

Slightly over 8% of employees (in companies within the whole national economy, employing at least 10 people) belong to the professional group of "the representatives of public authorities, senior civil servants and managers", and the percentage is higher for men than women (by 1.5 p. point).

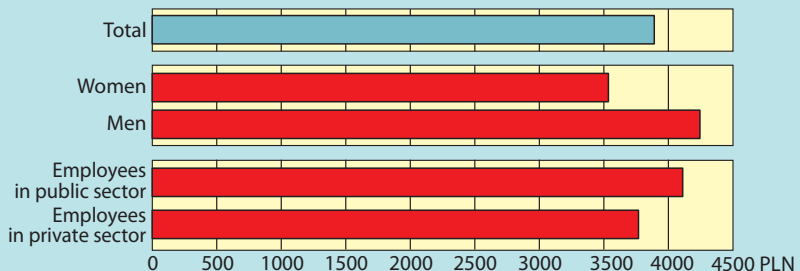
INCOME FROM EMPLOYMENT

The employment related income is one of the most important criteria in work evaluation. From the employee perspective, there are also other criteria, but always considered in connection with earnings. Therefore, the second group of indicators are those related to income from employment, and special emphasis was put on differences in wages and salaries among different groups of employee.

Average monthly earnings

The average monthly gross earnings (calculated as the arithmetic mean of the sum of remunerations of the employed) comprised nearly 3 900 PLN, October 2012. Remuneration of men was over 700 PLN higher than women.

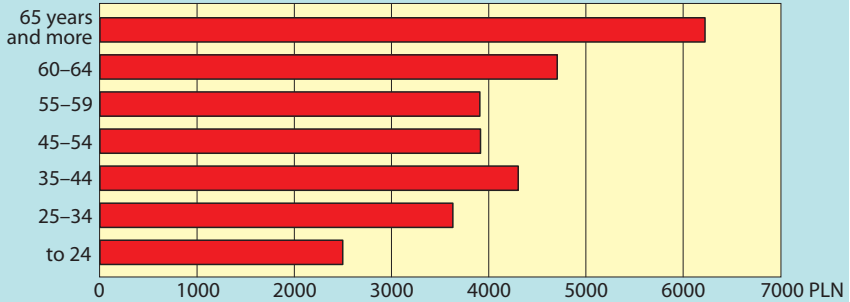
The average monthly gross nominal earnings in PLN in 2012



Source: Structure of earnings by occupations survey.

The public sector employees earned on average over 340 PLN more than the employees of private companies.

The average monthly gross nominal earnings by age in PLN in 2012



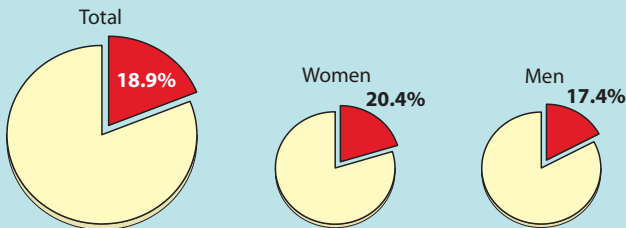
Source: Structure of earnings by occupations survey.

The highest average gross earnings were paid to employees aged 65 and more, and the lowest – to the youngest, under 25.

Low pay employees

The average pay defines the average level of earnings. However, the measure is not sensitive to the diversity of wages and salaries or their changes (e.g. growth in extreme earnings may not change the level of the average pay).

Employees with earnings not exceeding 50% of the average monthly pay in 2012



Source: Structure of earnings by occupations survey.

For the purposes of preparing the employment quality indicators, the low pay was specified as no more than half of the average gross earnings (in October



2012 the level amounted to 1947.86 PLN). Contrary to the minimum wage, this is a relative measure: growth in the average earnings means growth in the level of the low wage too.

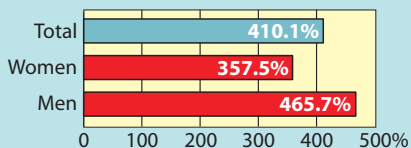
The low pay applied to almost 19% of all employees – the percentage was 3 points higher for women than men.

Pay disparities

Pay disparities are measured by the ratio of decile diversity in total gross wages and salaries, defined as the relation of the lowest pay of 10% of the best paid (in October 2012 = 6561.59 PLN) to the top remuneration of 10% of the least paid (in October 2012 = 1600.00 PLN).

Specified in such a way, the ratio was 410.7%, i.e. the best paid employees earned at least 4 times more than the least paid. The ratio is much higher for men than women, which means that differences in men wages are greater than women wages.

Decile ratio of variation of total gross earnings in 2012



Source: Structure of earnings by occupations survey.

WORKING TIME AND WORK-LIFE BALANCE

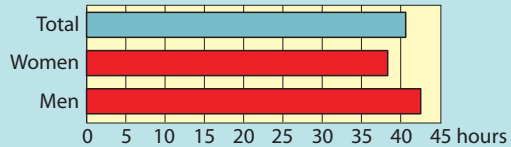
Human life is often divided into professional and private (family). Combining professional duties and private life requires managing limited amounts of the available time.

The third group of employment quality indicators focuses on the time of work itself (work duration, working at the time usually meant for rest) and commuting. Special attention is paid to two groups of people – on the one hand those who would like to work longer, and on the other - people working more than others.

The average number of working hours

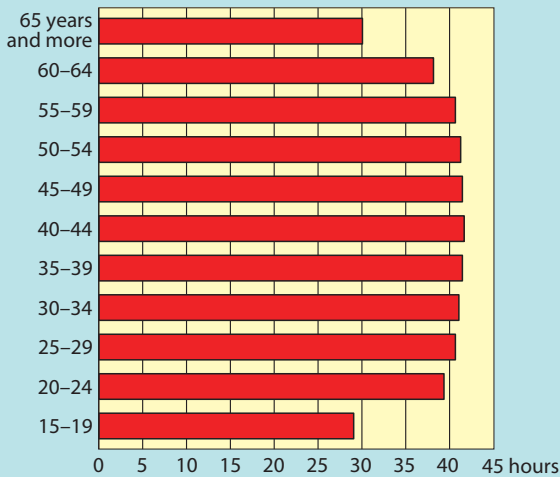
Information on working time was prepared on the basis on answers given by employees themselves. Each respondent gave their "usually worked" time per week, ignoring exceptional situations when the time was extremely long or short.

The average number of hours worked per week by 1 person in 2013



Source: Labour Force Survey, annual average data.

Average number of hours worked per week by 1 person by age in 2013



Source: Labour Force Survey, annual average data.

The mean working time is nearly 41 hours – this applies to all employed persons (both employees and the self-employed).

Women work on average 4 hours per week less than men. And the average working time in particular age groups shows that people aged 40–44 work most (41.7 hours), though working time differences in the 30–54 years group are insignificant.

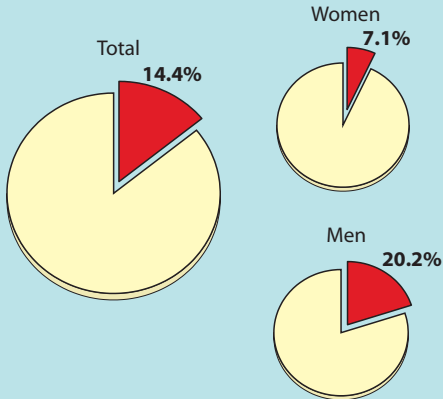
The oldest (65 and above) and the youngest (up to 19) people work least.



Long working hours

Another indicator is the percentage of people working long hours. According to recommendations of a group of experts affiliated with the UN Economic Commission for Europe, the extended working time is 50 and more hours per week. This means on average at least 10 hours a day in a five-day working week.

Employed persons working 50 hours and more per week in 2013



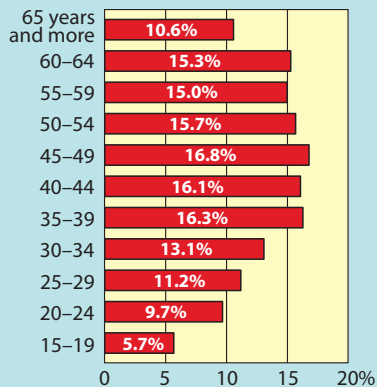
Source: Labour Force Survey, annual average data.

Over 14% of employed persons work long hours, with clear sex-related differences. Slightly over 7% of working

women spend 50 hours and more at work per week, whereas the relevant percentage is nearly 3 times higher for men.

People working longer are mostly the ones aged 45–49, and the least often - the youngest employees (up to 24).

Share of employed persons working 50 hours and more per week in a given age group in 2013

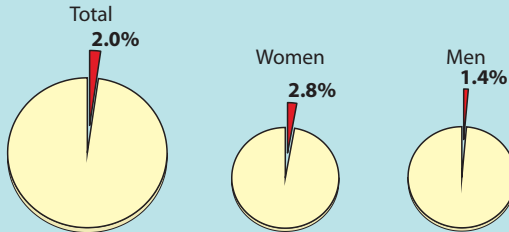


Source: Labour Force Survey, annual average data.

Underemployment – working time perspective

The term underemployment applies to people working part-time but willing to work more and available to take up a job with longer working hours within two weeks.

Underemployed (not on their own initiative), who would like to and could work more in 2013



Source: Labour Force Survey, annual average data.

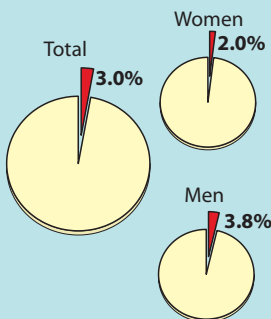
The group defined in such a way is small and makes only 2% of employees. They are usually women (2.8%), rather than men (1.4%).

Working usually at night, on Sundays

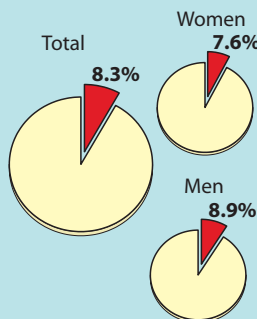
Working in non-standard time of the day and week may result from the specific nature of a job and usually means more problems with organizing family and

Employed in 2013

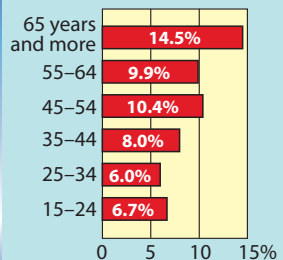
Employed persons working at night in 2013



Employed persons working on Sundays in 2013



Employed persons working on Sundays by age, in 2013



Source: Labour Force Survey, annual average data.



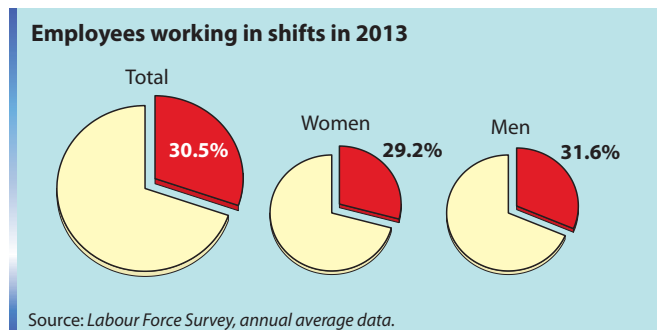
private life. The data for this indicator come from the Labour Force Survey, in which the term "usually" is defined by the employees themselves. Thus the situations when working at night or on Sundays is incidental are ignored.

In 2013, the percentage of people working usually at night was 3.0%. Men worked at night slightly more often than women.

People who usually work on Sunday constitute a larger group than night employees. In both cases the situation applies more often to men than women. The youngest work on Sundays least often, but quite often it also applies to the oldest, aged above 65, which may result from the nature of their work (e.g. security services).

Shift employees

Shift work, i.e. when the rota indicates different working hours, also means more problems in combining work and family life. Shift employees are people



who e.g. work mornings one week and afternoons another. This indicator applies only to employees.

Slightly over 30% of employees declare working shifts

(though this system does not have to apply to every week of the year). The percentage is slightly higher for men than women (by almost 2.5%).

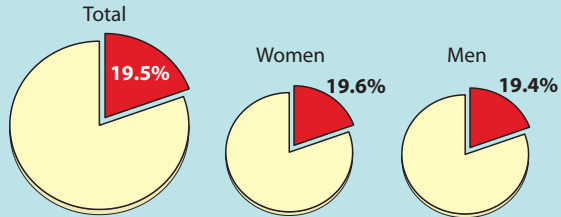
Exposed to working under time pressure

Time pressure or excessive workload refer to requirements concerning the time when work must be done or the quantity of work to be done in a specific time. The requirements may, in the respondent's opinion, exceed physical and mental capacities. Short deadline itself is not the crucial factor here, also the chance to meet the employer expectations is accounted for, one's own psychophysical

abilities, and the time needed to complete the tasks imposed by the employer.

Nearly 1/5 of all employed persons admit to working under time pressure – equally women and men.

Employed persons particularly exposed to excessive workload and time pressure in 2013

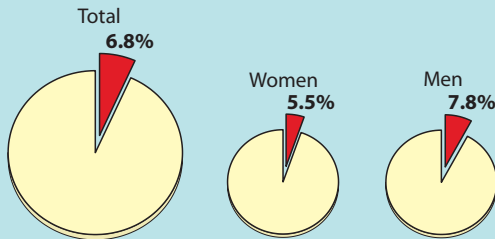


Source: "Accidents at work and work-related health problems" module conducted on the basis of Labour Force Survey in 2 quarter of 2013.

Multiple job holders

An additional job is any paid activity supplementing the main job (the main job is defined subjectively by the employee, and when in doubts – it is the job that takes most time). It can be both paid job and self-employment.

Employed persons having additional job in 2013



Source: Labour Force Survey, annual average data.

Nearly 7% of employed persons have an additional job defined in such a way. The percentage is slightly higher for men than women.

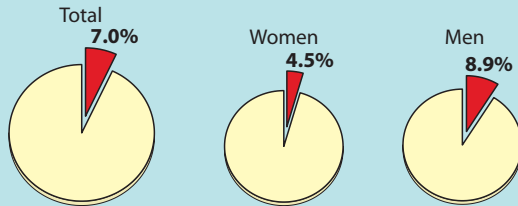
Commuting time

Apart from the time devoted to work, the economic activity requires getting to the workplace. This applies to 65.9% of the employed, since the rest work at home or away.



The inconvenience border for commuting is 1 hour – it is the employee’s one way travel. Such employees constitute 7.0% of all commuters. The percentage is almost two times higher for men than women.

Employed persons commuting to work longer than 1 hour in 2013



Source: Labour Force Survey, annual average data.

SECURITY OF EMPLOYMENT

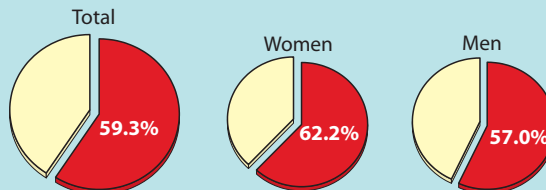
A very important element of employment quality is confidence in keeping a job, resulting from more or less formal guarantees. They can be both guarantees offered by the employer and resulting from legal solutions.

When creating indicators, it was assumed that for an employee it is the best to have a formal work contract, especially for indefinite duration. It gives the most rights (e.g. the right to a paid vacation or a longer notice period). However, the lack of the indefinite time contract is not a negative phenomenon itself, as some employees expect to get short-term contract.

Employees with contracts for indefinite duration

The contract for indefinite duration is the employment form giving the employee best guarantees. When designing the indicator, it was assumed to

Employed persons aged 25 years and more with contracts for indefinite duration in 2013



Source: Labour Force Survey, annual average data.

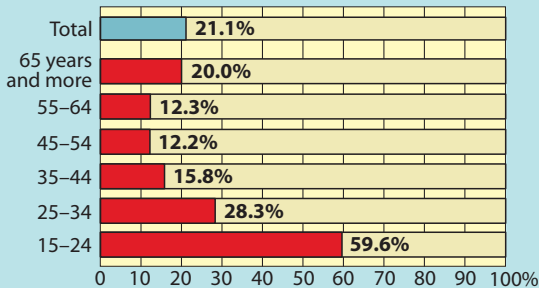
exclude employees below 25 years, since they have such contracts relatively less frequently – owing to their studies or too low seniority.

Among employees aged 25 and more almost 60% have a contract for an indefinite duration. In the group of women the percentage is over 5% higher than for men.

Employees with fixed-term contracts

Fixed-term employment contract for limited duration means lower security of employment than the contract for indefinite duration, mainly because of limitations in the employment period and a shorter notice period.

Employees with fixed-term contract in relation to all employed persons by age in 2013



Source: Labour Force Survey, annual average data.

In 2013 every fifth employee had such a contract. This form of employment clearly applies more to people aged 15–24 (nearly 60% of the group), and the lowest percentage of people working for fixed term is observed among people aged 45–64.

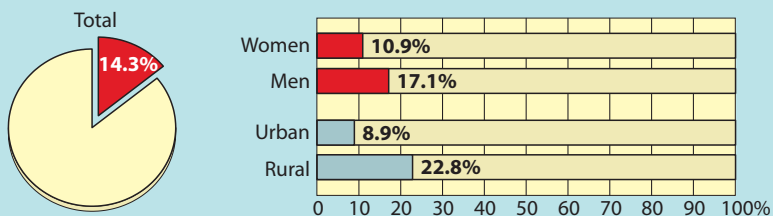
Self-employed

This form of work makes it impossible to clearly conclude on its quality – the self-employed could choose such a form of their own will and do get much satisfaction out of it, or the choice could be due to difficulty in finding employment. The percentage of the self-employed indicates the part of the labour market taken by people having greater impact on their employment quality (deciding on their working time and conditions, but with smaller guarantees related to e.g. paid vacation or other benefits).

Among the total of the employed persons slightly more than 14% are the self-employed not employing others (i.e. excluding employers). The percentage of self-employed men is higher than women. The percentage of people belonging



Self-employed (without employers) among all employed persons in 2013.



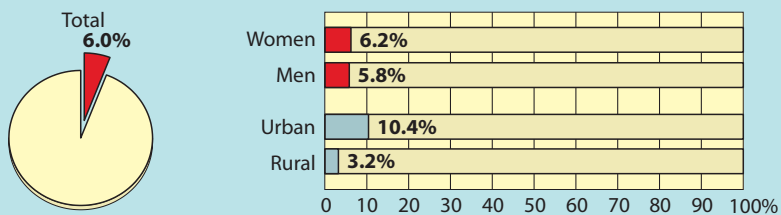
Source: Labour Force Survey, annual average data.

to this group is also much higher among rural inhabitants (mainly due to individual agricultural farms).

Self-employed with 1 client only

Owing to different costs of particular forms of work, self-employment may be preferred by the employer, and the employee may be forced to take it up. An attempt to measure the group of those who are self-employed not on their own initiative, is to identify the percentage of working for only 1 customer. It may be the employer who made the employee register their own business in the situation when the place and character of work did not change.

Self-employed (without employers) with 1 client only among all self-employed persons in 2013.



Source: Labour Force Survey, annual average data.

Being self-employed with one client is not a frequent phenomenon. It is claimed by 6.0% of all self-employed, i.e. less than 1% of the total of the employed persons. The percentage of those working for one client is similar among women and men with differences by the place of residence – there are much more such people in urban areas.

The persons employed by temporary work agencies

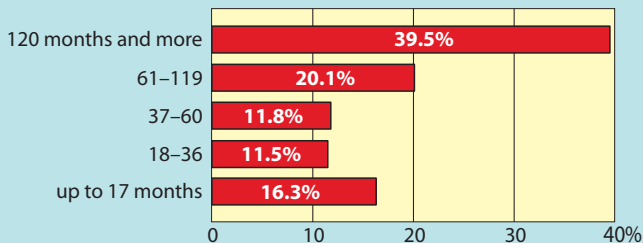
The limited employment guarantees apply also to people employed by temporary work agencies. They offer neither regular work nor permanent remuneration, and the employee remains at the disposal of the customer of the temporary employment agencies, up to the current needs.

This form of employment applies to a small group of employed persons (0.5%), of less than 100 000 people. Considering the employee age, the greatest percentage of temporary employed is among people under 25.

Job tenure

Job tenure indicates the employee experience and rotation (if there is high percentage of low seniority employees at the workplace). It is also connected to employment security resulting from legal regulations - period of notice or the number of days off. For these reasons job tenure is an element of employment quality.

Employed persons by job tenure at their current workplace in 2013



Source: Labour Force Survey, annual average data.

To calculate the indicator, the data on working time at the current workplace were used, since it shows better the scale of rotation. The shortest duration of work – less than a year and a half at the current workplace – applies to slightly more than 16% of employees. The largest percentage of employees – nearly 40% – have been working for 10 and more years at their current workplace.



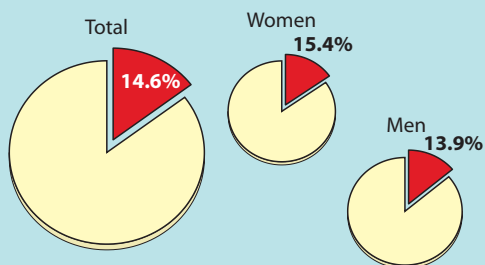
Exposed to the possibility of job loss

Apart from the objective indicators related to employment guarantees, the subjective feelings are also taken into account. Despite the indefinite time contract, the employer's requirements or atmosphere at work may cause stress associated with the possibility of losing job.

Nearly 15% of all employees have such feelings, i.e. nearly every seventh employee feels stressed because of fear of

losing a job. The percentage of persons exposed to such stress is slightly higher for women than men.

Employed persons particularly exposed to stress related to the possibility of losing job in the near future in 2013



Source: "Accidents at work and work-related health problems" module conducted on the basis of Labour Force Survey in 2 quarter of 2013.

SKILLS DEVELOPMENT

A desired feature enhancing employment quality is the possibility of improving skills and of employee development. This is supposed to not only shape skills needed at work but also satisfy other needs.

Another group of indicators includes information about participating in various forms of education and training from the point of view of employees themselves. The indicators concern the very fact of participating, as well as assessment of education.

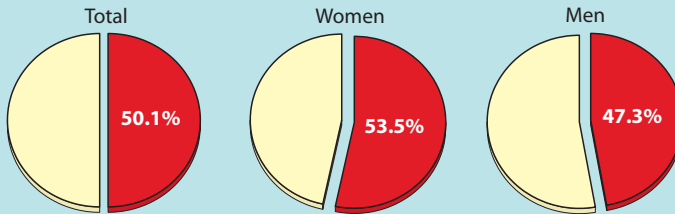
Participation in training

In education statistics, education is divided into 3 groups:

- a) formal, i.e. the school system (all levels, including tertiary education, post-graduate and doctoral studies); related to the regular way of studying, conducted by schools and educational institutions, public and non-public, in accordance with approved curricula;

- b) non-formal, i.e. all organized forms that do not comply with the definition of formal education and are conducted usually as courses, trainings, instructions (at the workplace or outside), seminars, conferences, or private lessons (e.g. foreign languages);
- c) informal training, i.e. unassisted learning to gain knowledge or improve skills, without a teacher, outside organized forms of school and outside school education (e.g. lessons given by family members, friends).

Employed persons aged 18–69 who participated in any form of education in the last 12 months in 2011

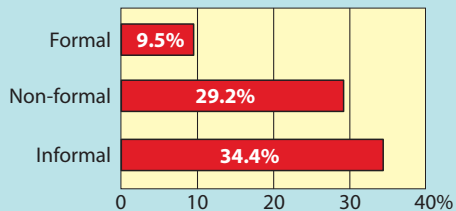


Source: Adult Education Survey.

Among all employed persons aged 18–69 years 50.1% took part in any of the above forms of education. Among women, the percentage is over 6% higher than among men.

The largest group of the employed persons (over 34%) participates in informal education, i.e. unorganized learning, usually unassisted. A slightly smaller percentage (29%) of the employed participates in non-formal education. Almost every tenth employed person improves qualifications within the formal education system.

Employed persons aged 18–69 who participated in particular forms of education in 2011



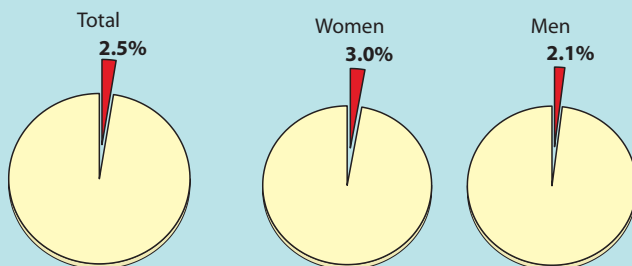
Source: Adult Education Survey.



Training for professional purposes

Participation in education may be due to different reasons and may be for different purposes. It is often impossible to indicate one reason or purpose. Thus for this indicator, the purpose of training was defined by the participants themselves.

Employed persons aged 15 and more who participated in non-formal education for professional purposes (last 4 weeks before the survey) in 2013



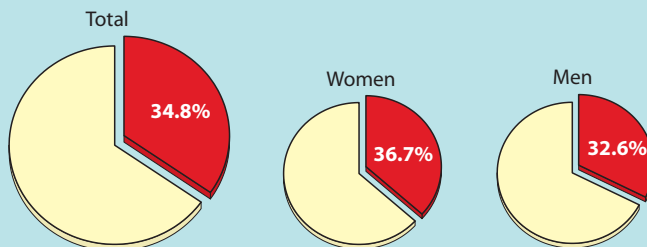
Source: Adult Education Survey.

In this sense, people trained for professional purposes over the last 4 weeks before the statistical survey are only 2.5% of all the employed persons aged 15 and more. This percentage is slightly higher for women than men.

The employed who paid for training by themselves

In the group of the employed persons participating in non-formal education, a considerable part, i.e. more than 1/3, pay for their training themselves. The

Employed persons aged 18–69 who participated in particular forms of education in 2011



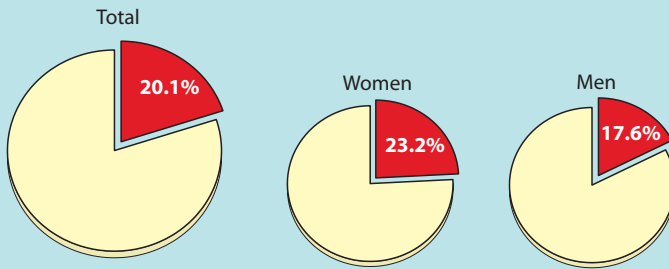
Source: Labour Force Survey, annual average data.

remaining group (over 65% of the employed persons) have their trainings paid by employers or they get free trainings.

Participation in training for professional development

Slightly more than 29% the employed persons aged 18–69 participates in non-formal education, i.e. organized but not within the framework of the formal education system.

The percentage of employed persons aged 18–69 who participated in non-formal training to improve their work quality or for professional development in 2011



Source: Adult Education Survey.

Every fifth of them takes part in training to improve the quality of performed work or their professional career development. Women more often than men participate in training, following this motivation.

Trainings assessment by their participants

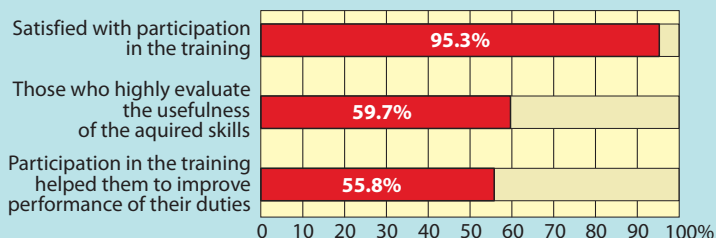
The degree of satisfaction of the employed persons participating in non-formal training differs.

Almost all participants of trainings expressed general satisfaction with them, which may apply to quality, usefulness or just the possibility to participate in training.



However, when asking about the effect of training on professional activity, assessments are not so clear.

Employed persons aged 18–69 who participated in non-formal training in 2011



Source: *Adult Education Survey*.

Nearly 60% of training participants believe they gained useful skills, and almost 56% are convinced that after the training they will perform their professional duties better. However, participation in non-formal training has very limited impact on finding a new job.

Preparation of the publication

CSO, Demographic and Labour Market
Surreys Department

Print:



©STATISTICA PUBLISHING ESTABLISHMENT
al. Niepodległości 208, 00-925 Warsaw, Poland.

Design, proof-reading and typesetting

Lidia Motrenko-Makuch, Robert Chmielewski