

EMPLOYMENT QUALITY INDICATORS 2017



WARSAW 2017



INTRODUCTION

Work plays an important and diverse role in human life. It provides the means for living, and we devote many hours a day to work. Both having (or not) work as well as its quality affect human well-being. On the other hand, the situation on the labour market is changing both in terms of supply and demand for labour, but also in terms of working conditions, ways of its organization and impact on human life. Therefore, there is an increasing interest in the issue of quality of work, i.e. conditions in which we work, working time or type of guarantees related to employment.

Hence, Statistics Poland prepared the second issue of a publication with indicators describing employment quality. It is based on the works of a group of experts affiliated with the UN Economic Commission for Europe and it uses international guidelines on measuring quality of employment¹.

The publication presents 35 indicators divided into seven domains. For the majority of presented indices, data refer to 2017 or earlier (if data for 2017 were not available). The indicators usually present the data by the percentage of employed persons (unless stated otherwise). For each of the indicators, short definitions and methods of calculations are given at the beginning of each domain.

The presented indicators were calculated on the basis of the results of surveys carried out by the Statistics Poland. Their largest part comes from a representative Labour Force Survey (BAEL in Polish), but also from other studies, such as: Working Conditions, Structure of Wages and Salaries by Occupations, Accidents at Work and Work Related Health Problems (LFS module).

The methodology and results of the above surveys 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/obszary-tematyczne/praca-wynagrodzenia/>.

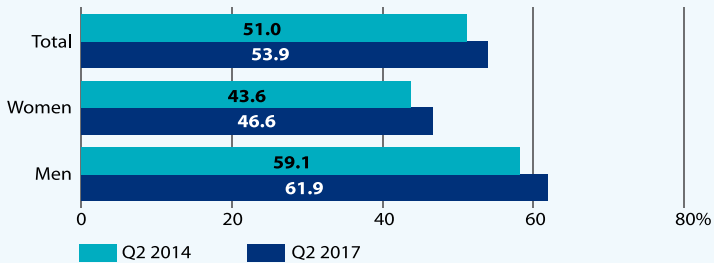
1. Handbook on Measuring Quality of Employment, United Nations, New York and Geneva, 2015, http://www.unece.org/fileadmin/DAM/stats/publications/2015/ECE_CES_40.pdf

SAFETY AND ETHICS OF EMPLOYMENT

Differences in the employment rate

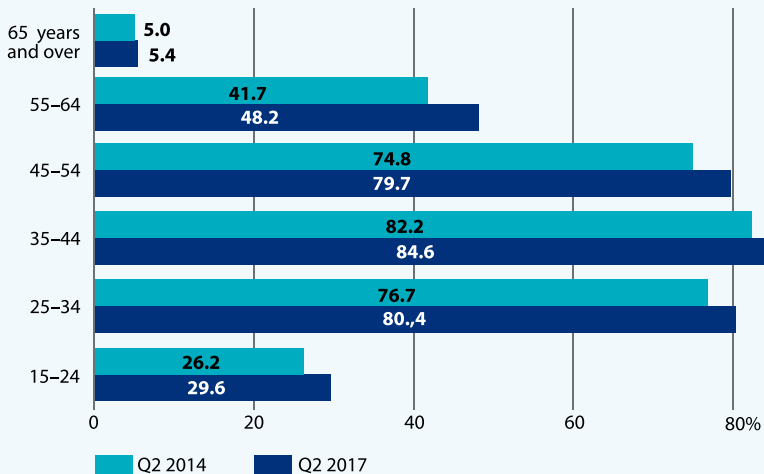
The employment rate, i.e. the percentage share of the employed (persons who during the reference week performed for at least one hour any work generating earnings or income or had a job but were not performing it) in the total number of population aged 15 years and more.

Employment rate by sex



Data source: *Labour Force Survey*.

Employment rate by age



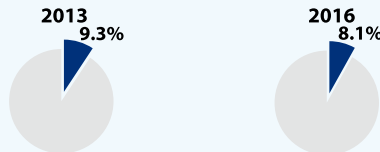
Data source: *Labour Force Survey*.



Working under hazardous conditions

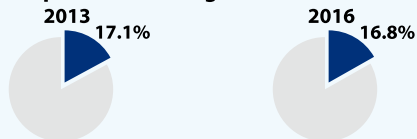
The share of employees, working in enterprises employing 10 or more persons, who are subject to at least one of the threatening factors: a) working environment (the influence of harmful factors occurring in the work process); b) strenuous work (harmful effects of performed activities, e.g. heavy physical effort) or c) mechanical factors (contact with dangerous devices).

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



Data source: Working conditions survey.

Women among all employees persons working under hazardous conditions

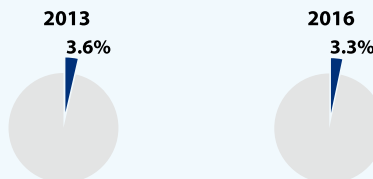


Data source: Working conditions survey.

Exposed to noise hazard

The share of employees, working in enterprises employing 10 or more persons who are exposed to noise hazard. "Noise" means harmful sounds that can cause damage to hearing and other changes in the human body, or can significantly hinder work performance.

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

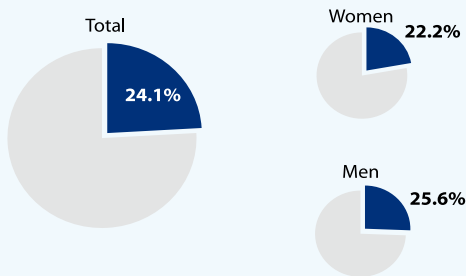


Data source: Working conditions survey.

Exposed to forced awkward positions at work

The share of employed persons who are exposed to forced awkward postures or movements at work. The exposure refers to physical factors, related to strenuousness of work. It may include forced body posture (squatting, inclined), forced working movements or work caused by spatial conditions (e.g. work in narrow channels).

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



Data source: *Accidents at work and work-related health problems, 2014.*

Accident ratio

It refers to the number of injured persons per 1000 employed persons. An accident at work is a sudden event caused by external reason which leads to injury or death, which happened in connection with work or when the employee remains at the employer disposal on his/her way between the employer seat and the place of performing the duty under the employment contract.

Injured persons per 1000 employed persons



Data source: *Accidents at work survey.*

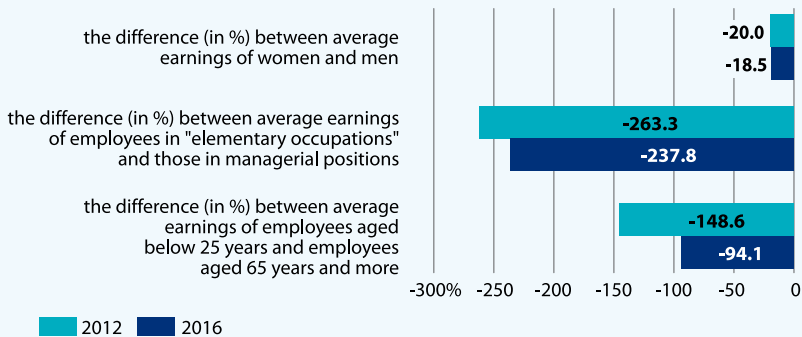


Pay gap

The most commonly used index to compare wages among different groups. It shows (in %) how the earnings of the analysed group differ from the wages of another group of people, applying the following equation:

$$\frac{\text{earnings in group A} - \text{earnings in group B}}{\text{earnings in group A}} \times 100$$

Pay gap by sex, profession groups, and age

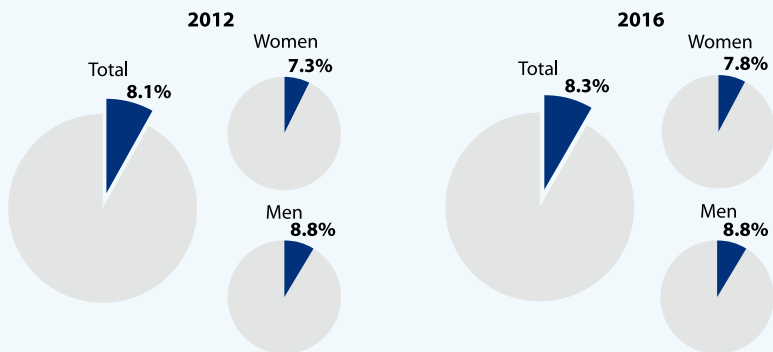


Data source: Survey on Structure of Wages and Salaries by Occupations.

Access to managerial positions

The percentage of persons in the occupational groups "managers" in the total number of the employed.

Employees in the occupational group of managers



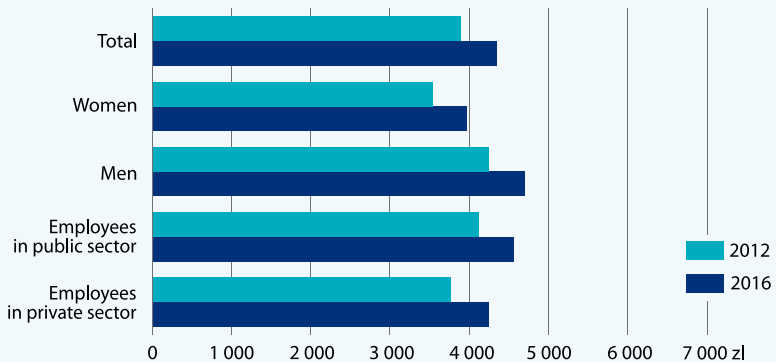
Data source: Survey on Structure of Wages and Salaries by Occupations.

INCOME FROM EMPLOYMENT

Average monthly earnings

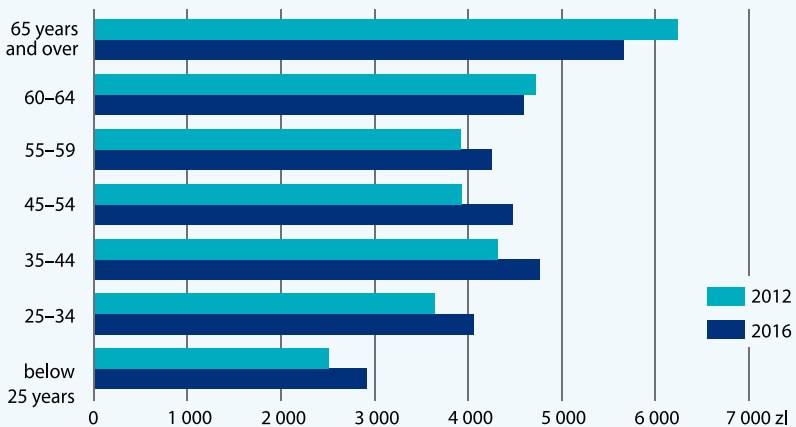
The average monthly gross earnings in October 2016 for the total number of employees working in enterprises employing more than 9 persons.

The average monthly gross earnings in PLN by sex and employment sector



Data source: Survey on Structure of Wages and Salaries by Occupations.

The average monthly gross earnings by age



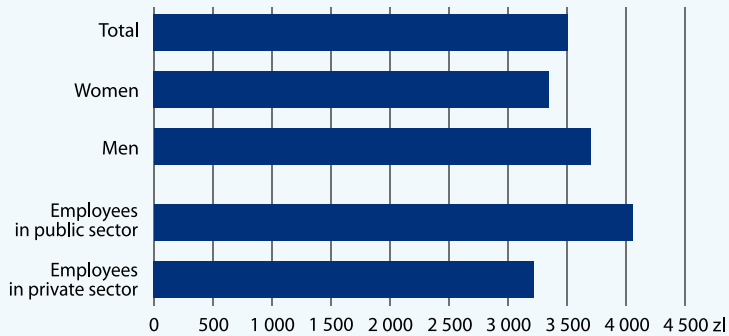
Data source: Survey on Structure of Wages and Salaries by Occupations.



Median monthly earnings

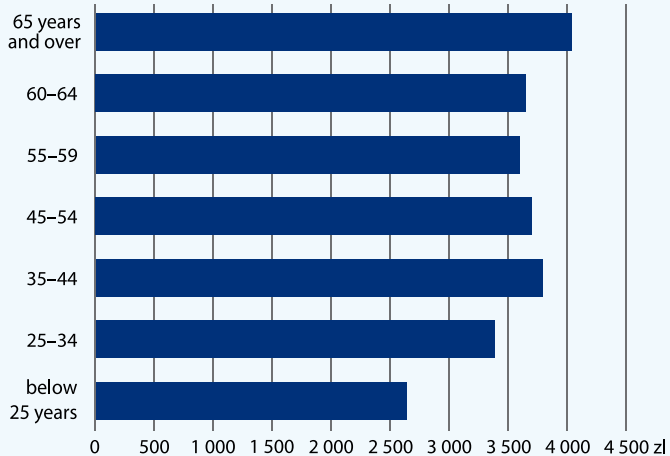
The middle value of monthly gross earnings (50% of employees earn above and 50% below this amount) in October 2016 for all employees working in enterprises employing more than 9 persons.

The median monthly gross earnings by sex and employment sector



Data source: *Survey on Structure of Wages and Salaries by Occupations*.

The median monthly gross earnings by age

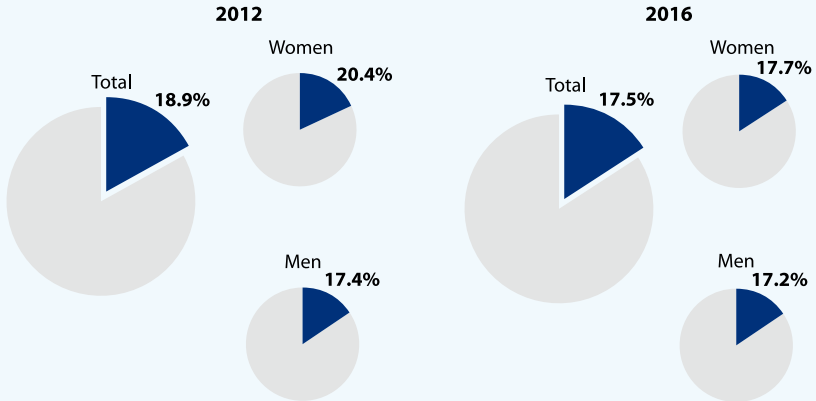


Data source: *Survey on Structure of Wages and Salaries by Occupations*.

Low pay employees

The share of employees earning no more than half of the average gross earnings (in October 2012 – 1947.86 PLN, in October 2016 – 2173.38 PLN).

Employees with low pay by sex

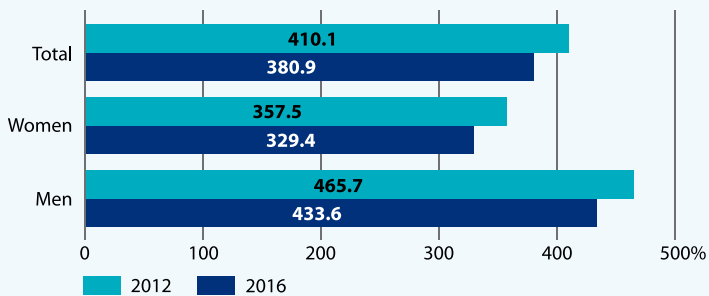


Data source: Survey on Structure of Wages and Salaries by Occupations.

Pay disparities

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 to the top remuneration of 10% of the least paid.

Decile ratio of variation of total gross earnings by age



Data source: Survey on Structure of Wages and Salaries by Occupations.

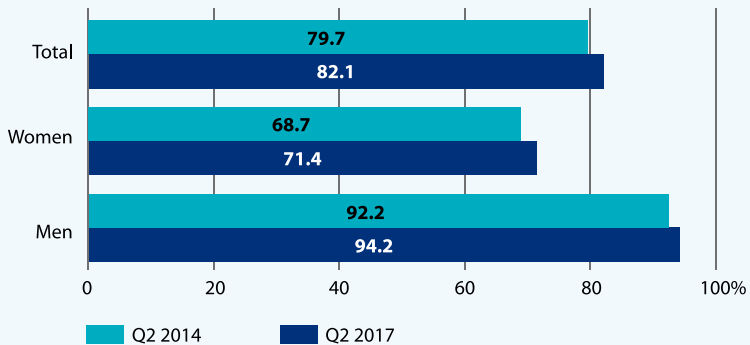


WORKING TIME AND WORK-LIFE BALANCE

Employment rate of parents (25–49)

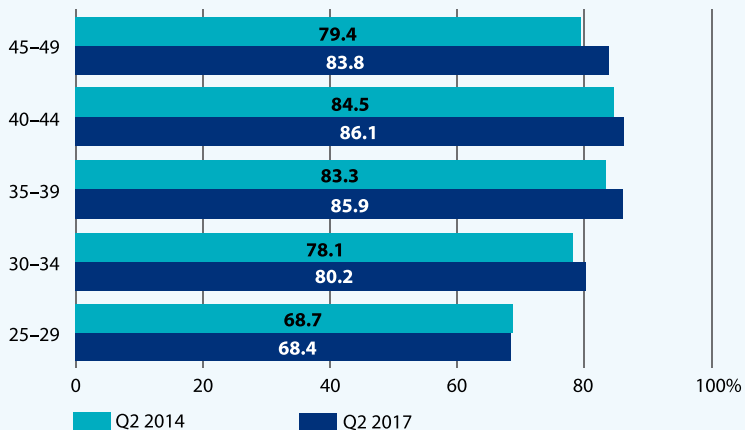
The percentage share of employed persons (aged 25–49) with children aged up to 14 years in the total number of the employed aged 25–49 years.

Employment rate of parents by sex



Data source: *Labour Force Survey*.

Employment rate of parents by age

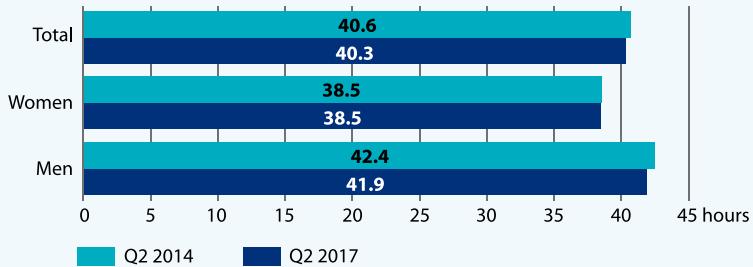


Data source: *Labour Force Survey*.

Average weekly working hours

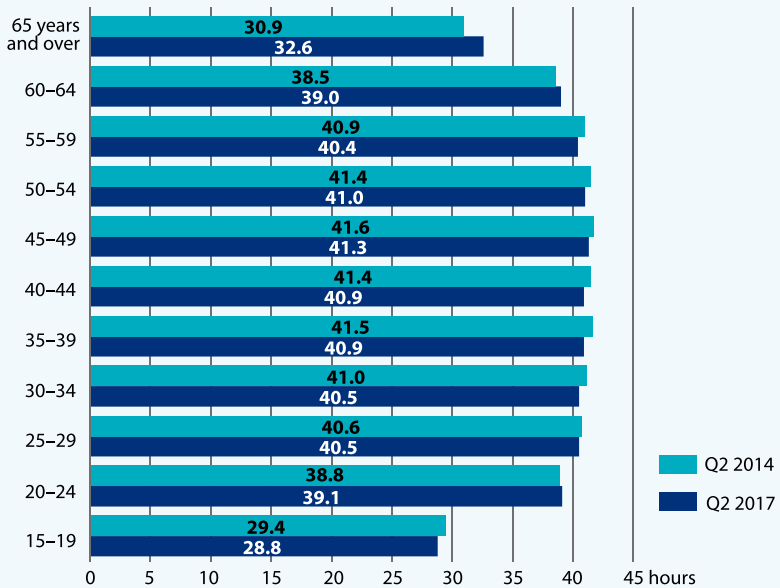
The mean working time "usually worked" per week, excluding exceptional situations when the time was extremely long or short.

The average number of weekly working hours by sex



Data source: *Labour Force Survey*.

The average number of weekly working hours by age



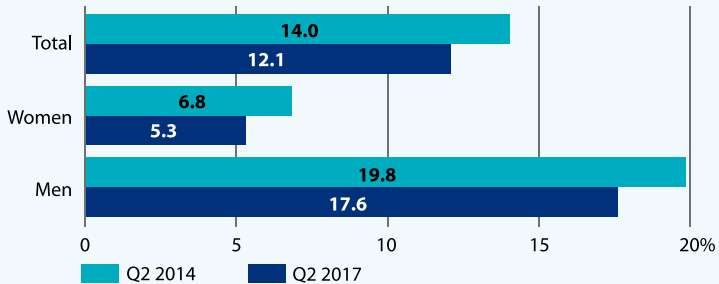
Data source: *Labour Force Survey*.



Working long hours

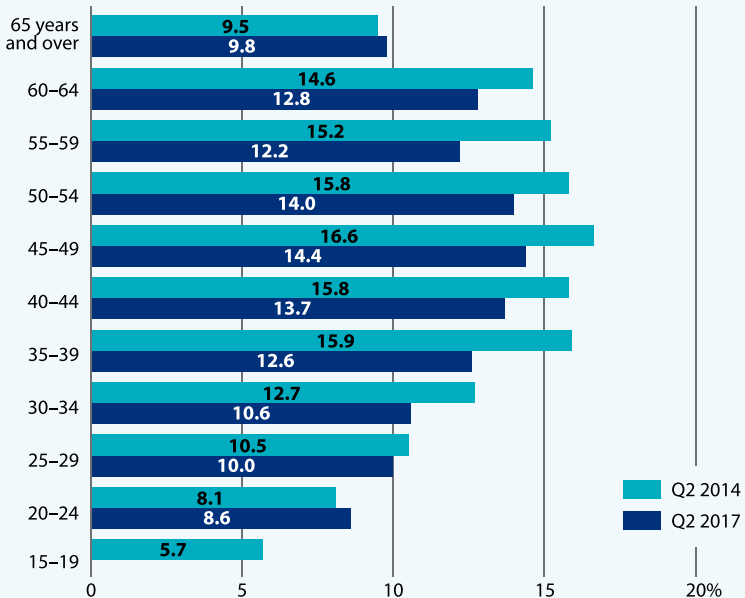
The percentage of persons working long hours, i.e. – according to international recommendations – 50 and more hours per week.

Employed persons working long hours by sex



Data source: *Labour Force Survey*.

Employed persons working long hours by age

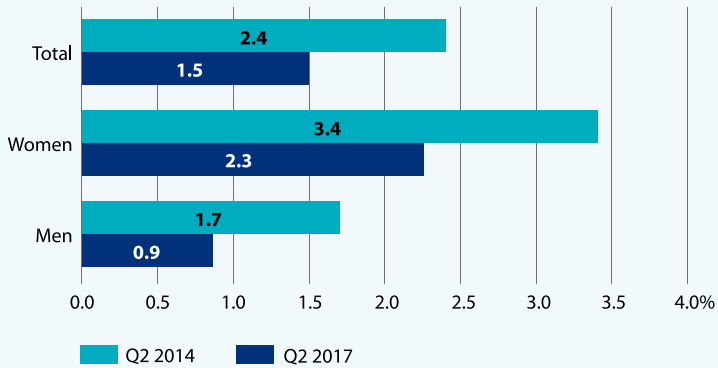


Data source: *Labour Force Survey*.

Underemployed

The percentage of employed persons working part-time but willing to work more and available to take up a job with longer working hours.

Underemployed (not on their own initiative) by sex

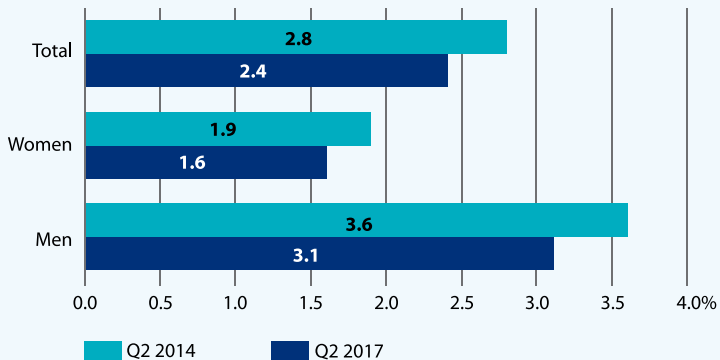


Data source: Labour Force Survey.

Working usually at night

The share of all employed persons working usually at night (during last 4 weeks).

Employed persons working usually at night by sex



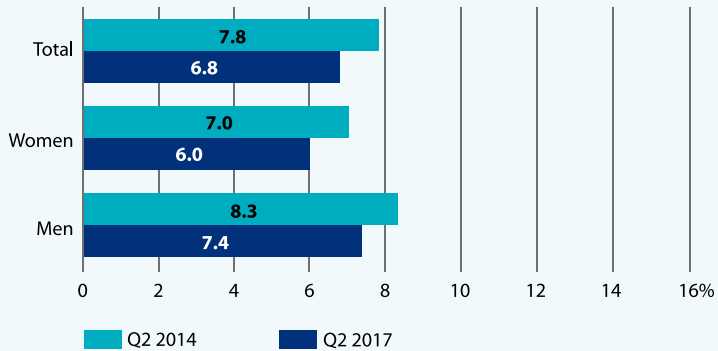
Data source: Labour Force Survey.



Working usually on Sundays

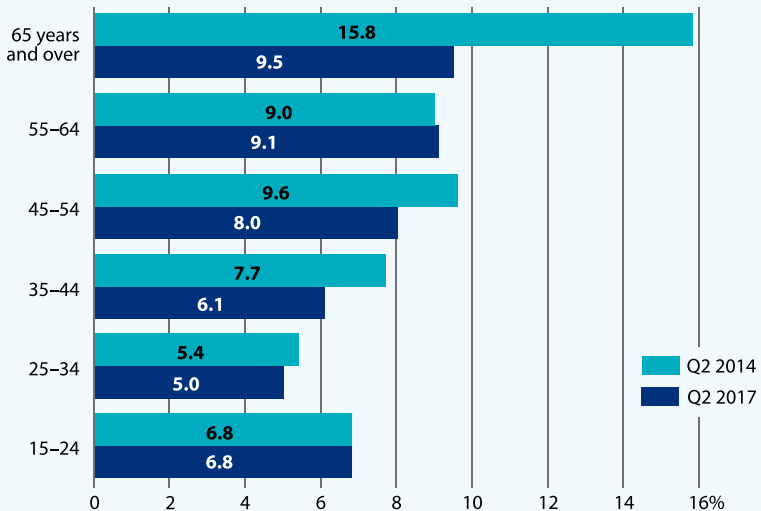
The share of all employed persons working usually on Sundays (during last 4 weeks).

Employed persons working usually on Sundays by sex



Data source: *Labour Force Survey*.

Employed persons working usually on Sundays by age

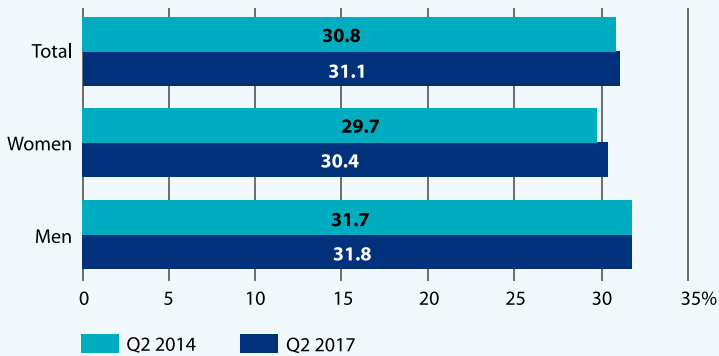


Data source: *Labour Force Survey*.

Shift employees

The share of employees doing shift work, e.g., working mornings one week and afternoons another week.

Employees working in shifts by sex

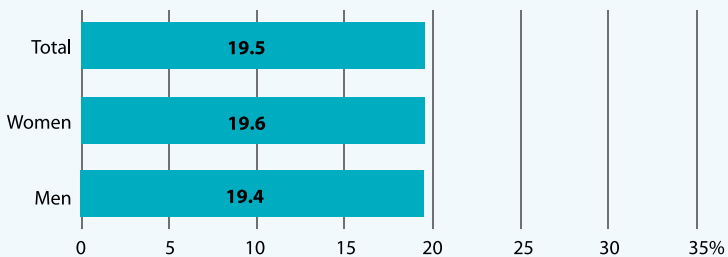


Data source: *Labour Force Survey*.

Exposed to working under time pressure

The share of employees feeling time pressure or excessive workload (this feeling regards requirements concerning the time when work must be done or the quantity of work to be done in a specific time).

Employed persons exposed to working under time pressure by sex in 2013



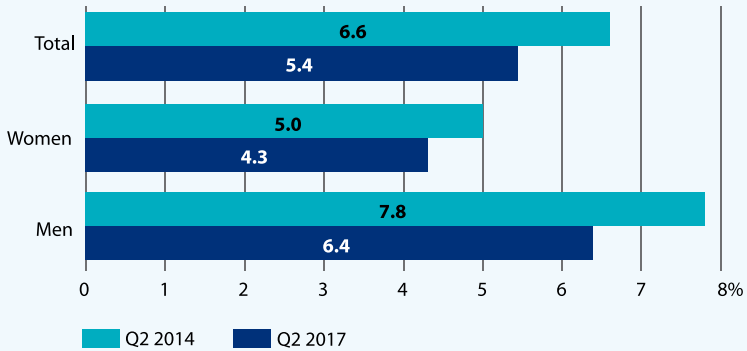
Data source: *Accidents at work and work-related health problems, 2014*.



Additional job

The percentage of employed persons having an additional job (in addition to the main job).

Employed persons having additional job by sex

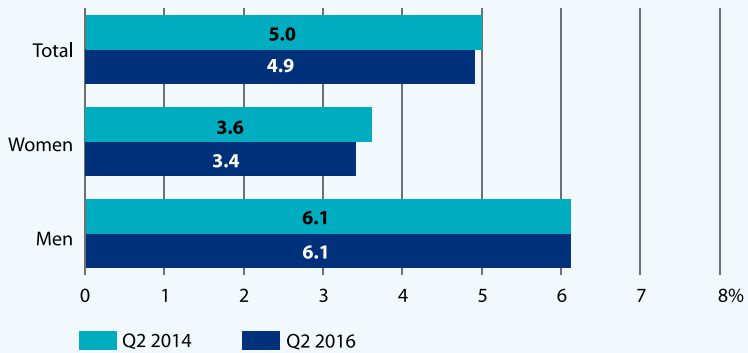


Data source: *Labour Force Survey*.

Commuting time

The percentage of employed persons commuting to work for at least one hour.

Commuting time by sex



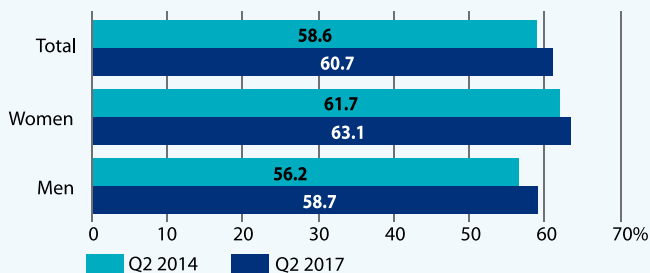
Data source: *Labour Force Survey*.

SECURITY OF EMPLOYMENT

Employees with contracts for indefinite duration (25+)

The percentage of employees aged 25 and more, who have a contract for indefinite duration, among all employed aged 25 years and more.

Persons employed with contracts for indefinite duration by sex

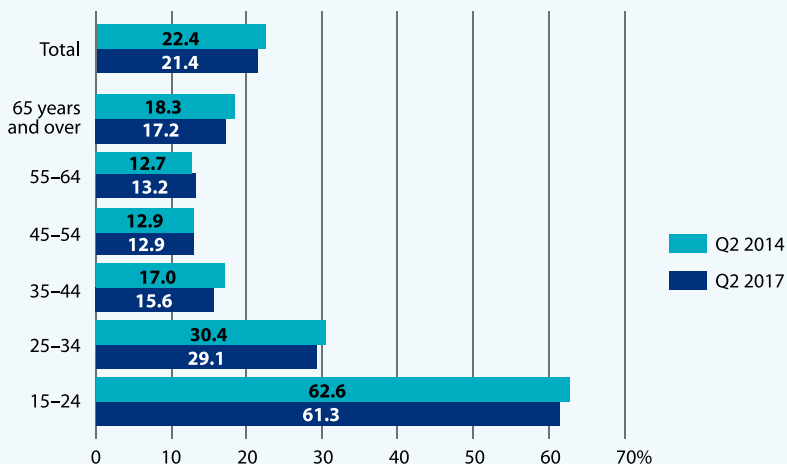


Data source: Labour Force Survey.

Employees with fixed-term contracts

The percentage of employees working on the basis of a contract for limited duration among total employees.

Persons employed with contracts for limited duration by age



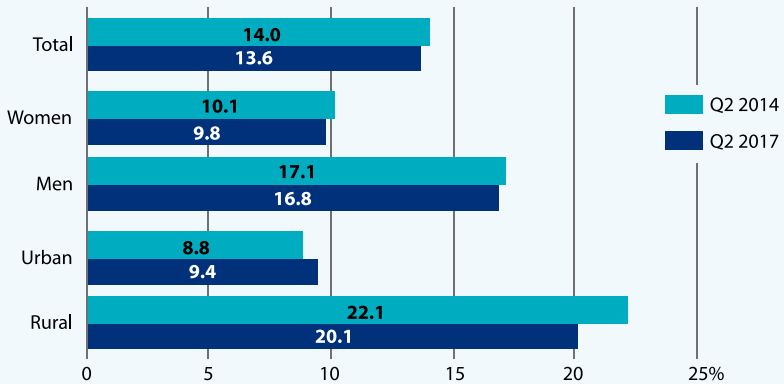
Data source: Labour Force Survey.



Self-employed

The percentage of the self-employed excluding employers in the total number of the employed.

Self-employed by sex and place of living

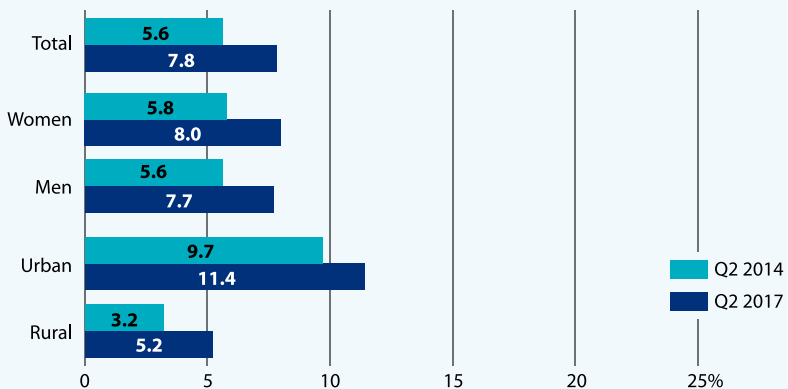


Data source: Labour Force Survey.

Self-employed with 1 client only

The percentage of the self-employed (excluding employers) working for one client only in the total number of the self-employed without employees.

Self-employed with 1 client only by sex and place of living

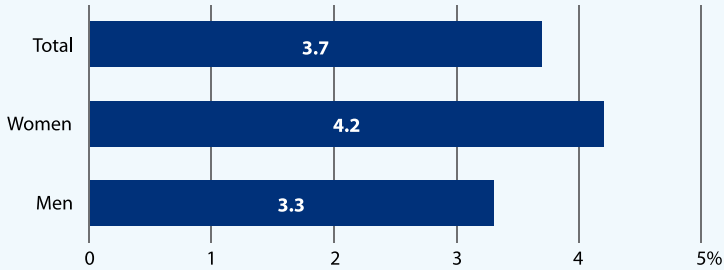


Data source: Labour Force Survey.

Employed on the basis other than employment contract

The percentage of employees working on the basis of order-agreement, contract for a specific task/work and other non-employment contracts in the total number of employees.

Employed on the basis other than employment contract by sex – Q2 2017

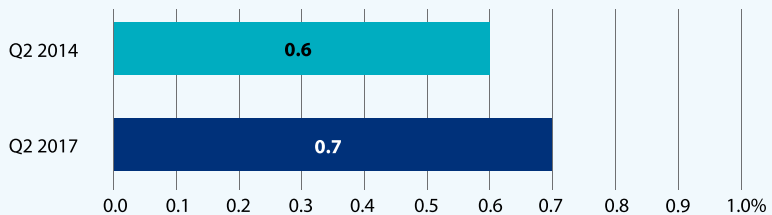


Data source: *Labour Force Survey*.

Employed by temporary employment agencies

The share of persons employed by temporary employment agencies in the total number of the employed.

Employed by temporary employment agencies



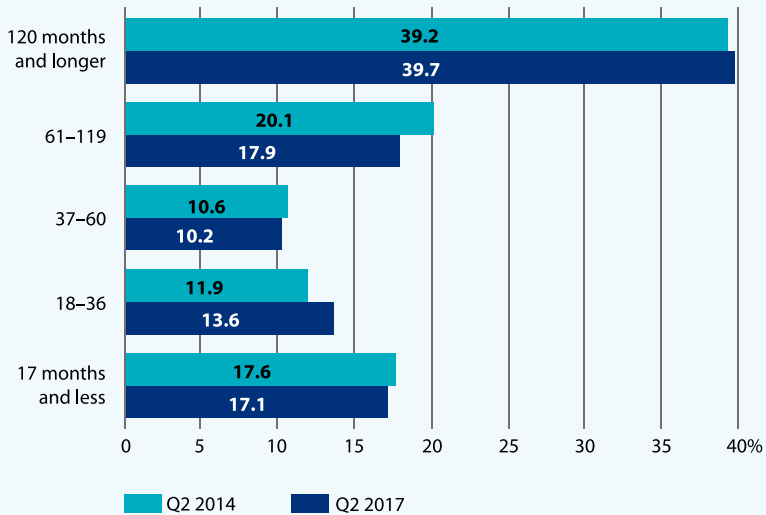
Data source: *Labour Force Survey*.



Job tenure

The distribution of employees by their job tenure.

Employed persons by job tenure

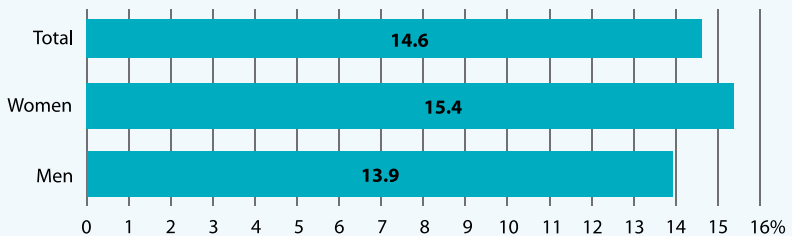


Data source: *Labour Force Survey*.

Exposed to the possibility of job loss

The percentage of employees feeling the fear of the possibility of losing a job.

Employed persons exposed to stress related to the possibility of losing job by sex in 2013



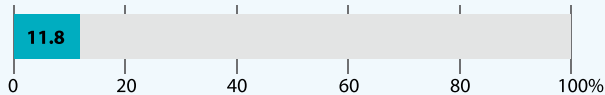
Data source: *Accidents at work and work-related health problems, 2014*.

SOCIAL DIALOGUE

Trade union members

The percentage of employees – trade union members.

Employees – members of trade union



Data source: OECD Trade union density (last data – 2014).

Strikes

- a) Number of working days not worked due to participation in strikes.
- b) Number of employees participating in strikes – in absolute numbers and as a share of employees on strike in the total number of all employed in the entities where strike occurred.

Number of working days not worked due to strikes in 2017

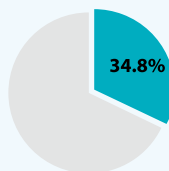
35 618

Number of working days not worked due to participation in strikes

Employees on strike in 2017

29 691

Number of employees participating in strikes



Employees working in entities where strikes occurred (as a share of employees on strike among all employed on entities where strike occurred)

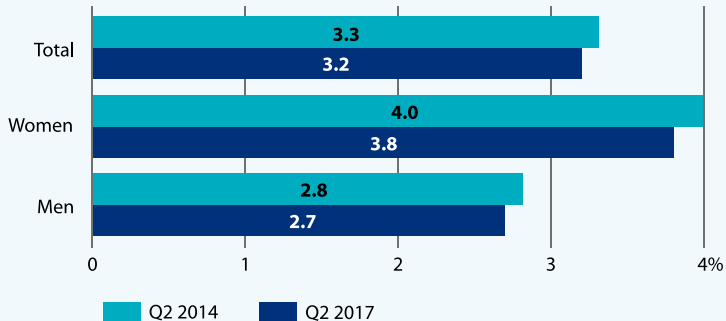


SKILLS DEVELOPMENT AND TRAINING

Employed trained for occupational purposes

The percentage of employees, participating in non-formal education for occupational purposes over the last 4 weeks.

Employed persons who participated in training for occupational purposes by sex

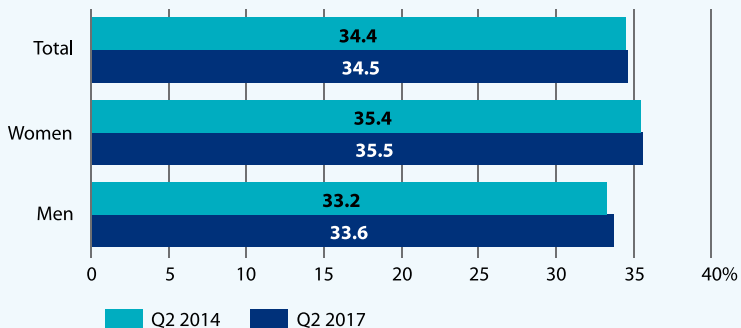


Data source: *Labour Force Survey*.

Employed who paid for training by themselves

The percentage of employees, participating in non-formal education and who paid for their training themselves.

Employed persons who participated in training and paid for it by sex



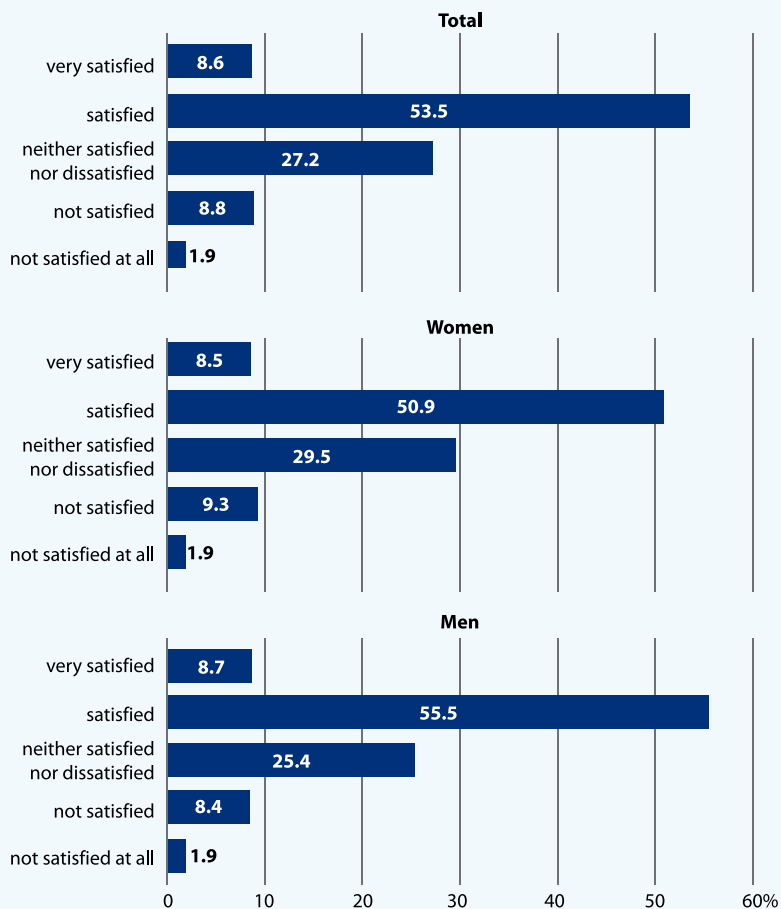
Data source: *Labour Force Survey*.

SUBJECTIVE EVALUATION OF EMPLOYMENT SITUATION

Job satisfaction

The share of employed persons aged 16 years and over who declare satisfaction with the current job.

Job satisfaction in 2017

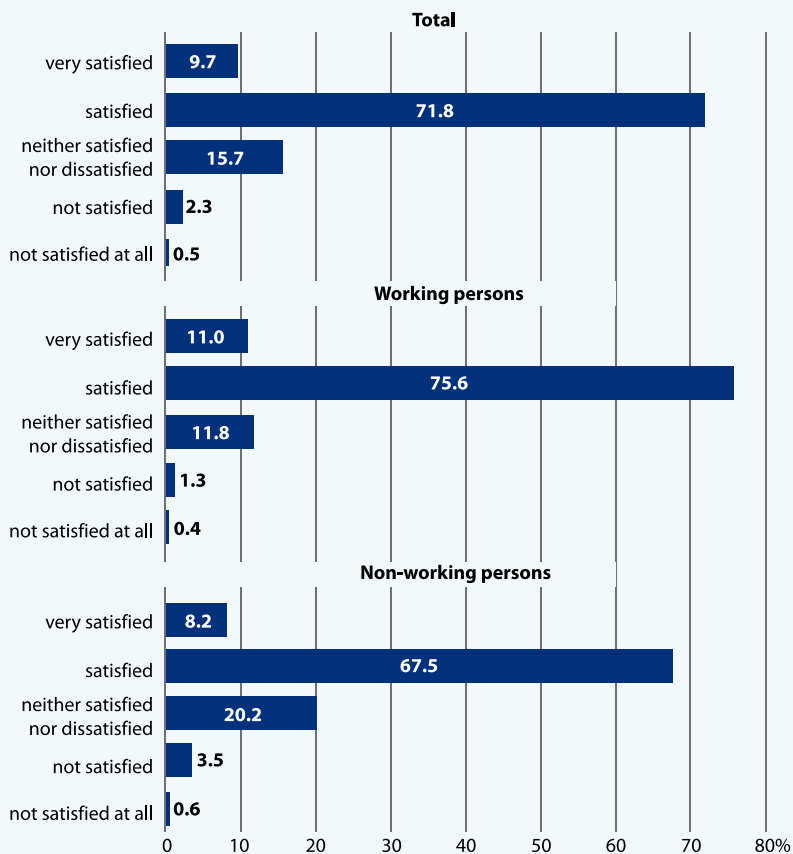


Data source: European survey on income and living conditions EU SILC.

Life satisfaction

The percentage of persons by life satisfaction.

Life satisfaction by employment activity in 2017



Data source: *European survey on income and living conditions EU SILC.*

Preparation of the publication,

Statistics Poland, Demographic and Labour Market
Surveys Department

Design, proof-reading and typesetting

Lidia Motrenko-Makuch, Robert Chmielewski