

Session 2

**Setting the Scene:  
New Challenges for Policy Relevant Job Quality  
Indicators in a Changing Economic Context**

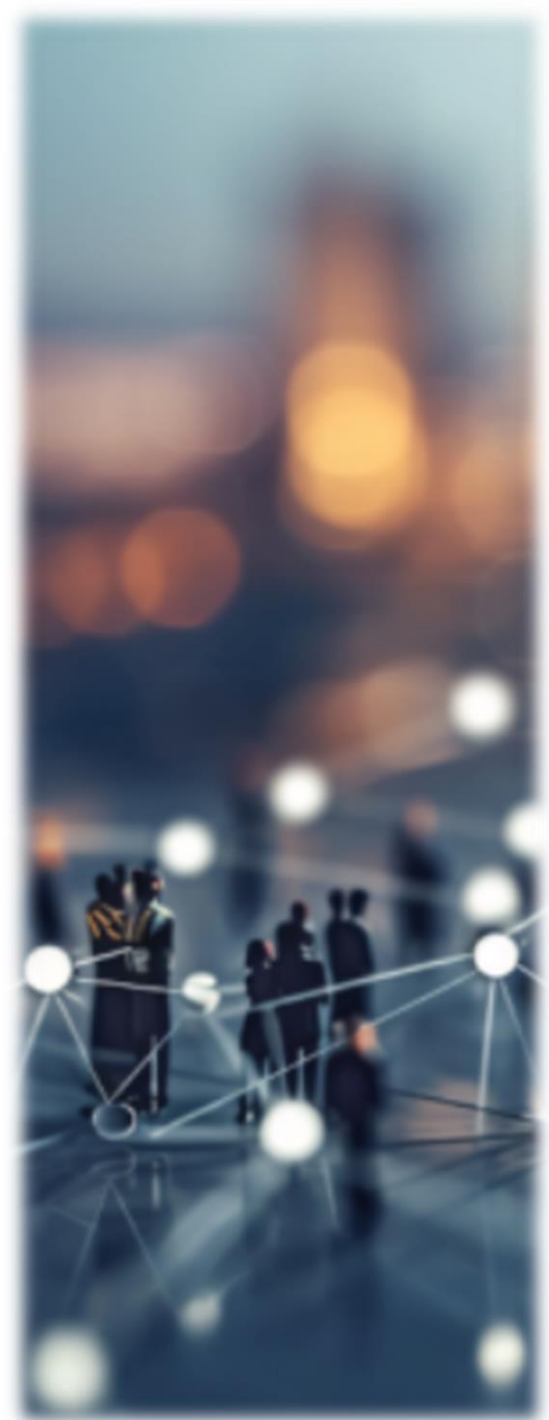
Agnieszka Piasna

ESAC – NUCs Workshop  
Hosted by ELSTAT  
26-27 March 2025  
Athens

# Setting the scene

## Job quality indicators: inform policy and ensure relevance in the profoundly changing context

- Understanding of how the series of recent transformations in the world of work and overlapping crises affect job quality.
- (1) Conceptual and empirical evidence not only on the evolution of job quality, but also (2) on the evolution of the meaning and components of good quality work in contemporary societies.
- Equip policy makers and practitioners with the necessary tools to formulate policy responses impacting job quality in view of the transformations of work.



# Job quality in EU policy

- Indicators play a key role in formulating and assessing policy problems, which tend to be ignored when not measured
- EU governance framework: reliance on goals, benchmarks and targets
- From the Lisbon Strategy 'more and better jobs'
- To a Quality Jobs Roadmap
- Industrial policy



# Job quality indicators



Multi-dimensional



Job is at the centre of the analysis. Focus is on work and employment conditions in a particular job - not on workers or institutions



Evaluation from the worker's perspective. The extent to which working conditions meet people's needs from work.



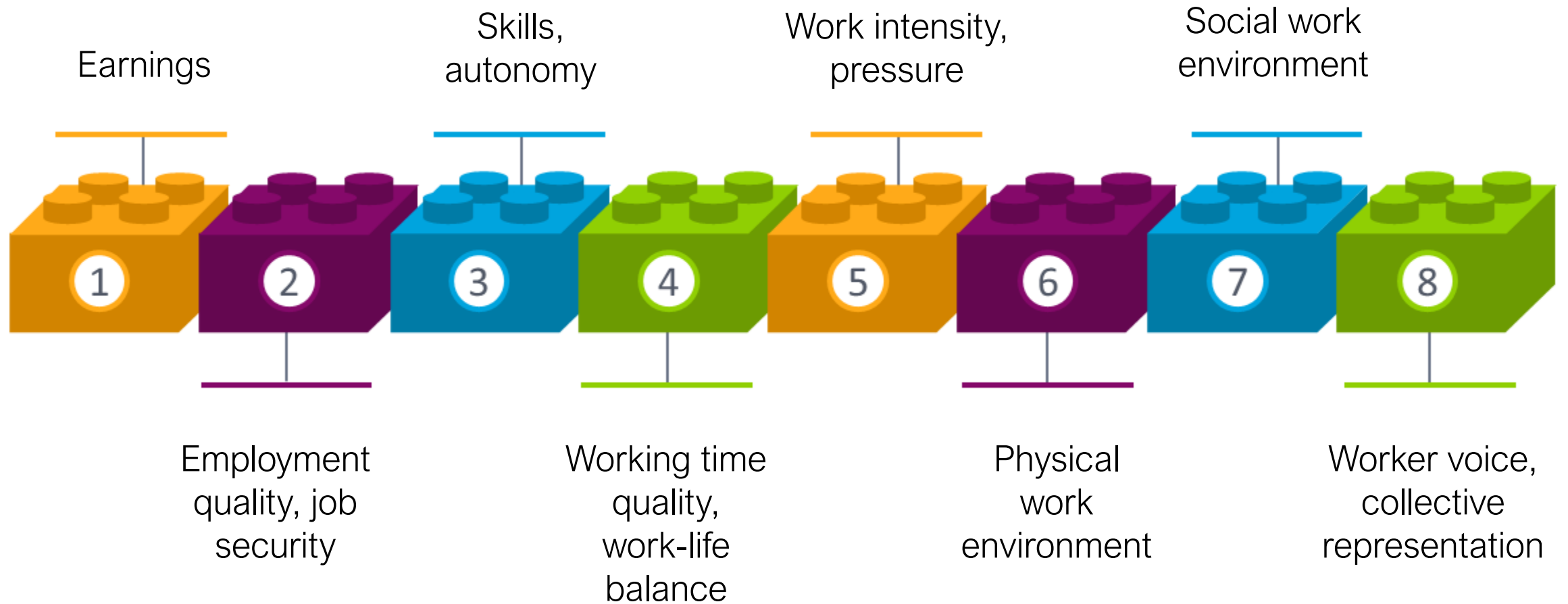
Quality jobs may be conducive to various desired outcomes in the society/family, but these outcomes are not ingredients of a quality of a particular job.



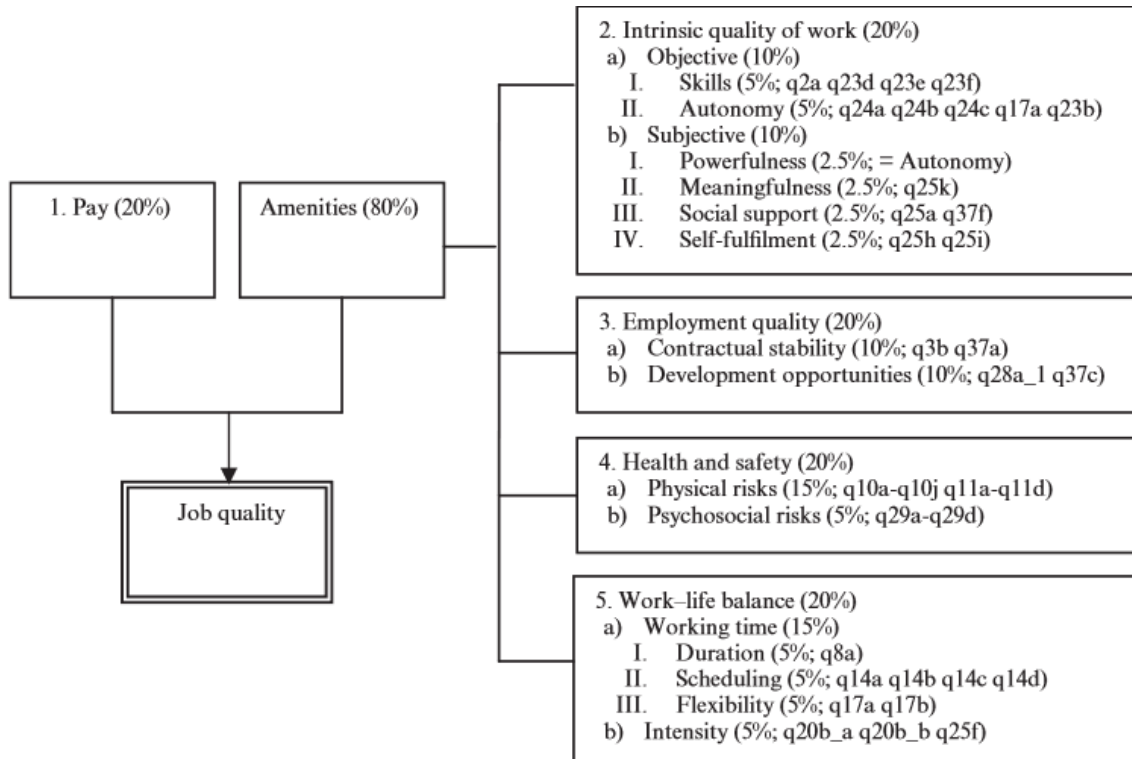
Strengths in terms of clarity as to what is the object of analysis: usefulness from policy perspective as recommendations can be more easily formulated, and usefulness in research that can position a job in a broader labour market, institutional and social context.



# Job quality indicators – building blocks



Muñoz de Bustillo et al. (2011) *Measuring more than money*



Green and Mostafa (2012) *Trends in job quality in Europe*

Index	Brief description of content
Earnings	Hourly earnings
Prospects	Job security, career progression, contract quality
Intrinsic Job Quality	<i>Skills and Discretion (0.25)</i> <ul style="list-style-type: none"> <li>skills and autonomy</li> </ul> <i>Good Social Environment (0.25)</i> <ul style="list-style-type: none"> <li>social support, absence of abuse</li> </ul> <i>Good Physical Environment (0.25)</i> <ul style="list-style-type: none"> <li>low level of physical and posture-related hazards</li> </ul> <i>Work Intensity (0.25)</i> <ul style="list-style-type: none"> <li>pace of work, work pressures, and emotional/value conflict demands</li> </ul>
Working Time Quality	Duration, scheduling, discretion, and short-term flexibility over working time





# UNECE

In 2015, the Conference of European Statisticians endorsed a statistical framework, developed by the Expert Group on Measuring Quality of Employment and published in the Handbook on Measuring Quality of Employment.



# The digital transition

- Work organisation and employment forms are changing, with impact on how work is performed and experienced.
- New risks and challenges, e.g., related to worker surveillance, datafication, data ownership, algorithmic management, gig work and the platform economy, the use of AI to substitute or enhance the performance of certain tasks by humans
- Transformation of key work dimensions, e.g. working time





# Digitalisation and fragmentation

- Fragmented labour markets, employment trajectories, and business models
- Measurement of JQ across multiple jobs
  - Diversity of employment forms – notably solo self-employed.
  - Aggregating very different tasks, such as on one or several labour platforms, in gig work, into one overall job quality feature.
  - Mechanisms of influence across jobs
- Measurement of JQ along the value and supply chain



# The green transition and 'green jobs'



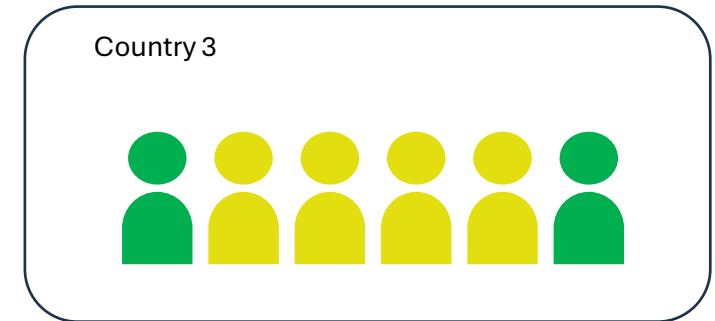
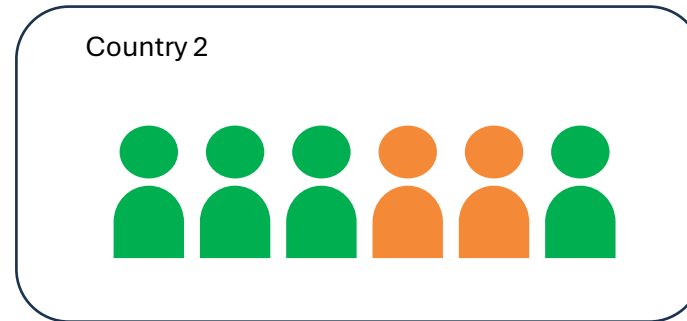
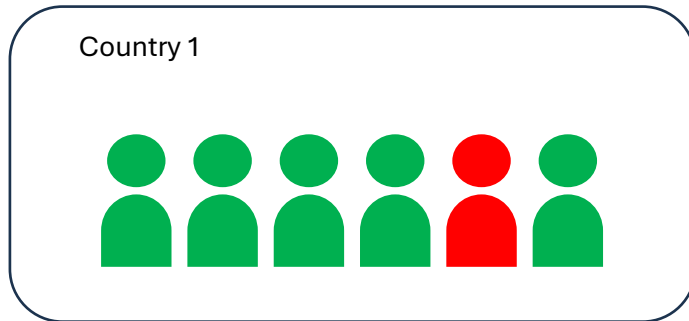
# The green transition

- Value judgement (good – bad jobs) in dominant frameworks is based on individual utility and well-being.
- Is there a need to expand the normative reference point, introduce new anchors?
- E.g., the extent the job serves wider socio-economic goals of today's societies. Alignment with social goals and values as a criteria to evaluate a job as good or bad quality.



# Cross-national comparisons

- How to meaningfully compare countries, with clear policy follow up
- Method of aggregation at a country level
- Other areas: poverty (e.g., AROP), deprivation



# Challenges

- Data availability
- Constructing indicators that are relevant in a changing context
  - Content
  - Scope
  - Computation





Thank you