

QUALITY OF EMPLOYMENT

- UNECE Framework -

The table below displays the UNECE framework indicators for which Eurostat provides data in its online database. It also describes how the indicators are defined and where to find the corresponding datasets. Please click on "more" to view the table.

1. Safety and ethics of employment

a. Safety at work

No	Indicator / Operationalisation in database	Source	Table code
1a1	<i>Fatal occupational injuries</i> Number of fatal accidents at work (excluding traffic accidents)	ESAW 1993 – annual	until 2007: hsw_aw_fnms from 2008: hsw_n2_02
1a2	<i>Non-fatal occupational injuries</i> Number of non-fatal accidents at work	ESAW 1993 – annual	until 2007: hsw_aw_nnax from 2008: hsw_n2_01
1a3	<i>Exposure to physical health risk factors</i> Percentage of employed persons reporting exposure to risk factors at work that can adversely affect physical health	EU-LFS 2007, 2013	2007: hsw_exp6a 2013: hsw_exp6b
1a4	<i>Exposure to mental health risk factors</i> Percentage of employed persons reporting exposure to risk factors at work that can adversely affect mental well-being	EU-LFS 2007, 2013	2007: hsw_exp5a 2013: hsw_exp5b

c. Fair treatment in employment

No	Indicator / Operationalisation in database	Source	Table code
1c1	<i>Pay gap</i> Unadjusted gender pay gap (economy without sectors A and O in enterprises from 10 employees)	SES 2007 – annual	earn_gr_gpgr2
1c2	<i>Access to managerial occupations</i> Percentage of women managerial positions (ISCO major group 1) as a share of all employed persons in that group.	EU-LFS 1993 – annual	tqoe1c2

No	Indicator / Operationalisation in database	Source	Table code
1c3	<i>Discrimination at work</i> Percentage of employed persons who have been discriminated at work during the last 12 months	EWCS 2005, 2010, 2015	qoe_ewcs_1c3

2. Income and benefits from employment

a. Income

No	Indicator / Operationalisation in database	Source	Table code
2a1	<i>Average earnings</i> Mean monthly earnings (economy without sectors A and O in enterprises from 10 employees)	SES 2002 – 4-annual	earn_ses_monthly
2a2	<i>Employees with low pay</i> Percentage of employees receiving two-thirds or less of the national median gross earnings (economy without sectors A and O in enterprises from 10 employees)	SES 2002 – 4-annual	earn_ses_pub1s

3. Working time and work-life balance

a. Working hours

No	Indicator / Operationalisation in database	Source	Table code
3a1	<i>Mean weekly working hours</i> Average number of usual weekly working hours of employed persons	EU-LFS 1983 – annual	until 2008: lfsa_ewhuna from 2008: lfsa_ewhun2
3a2	<i>Long working hours</i> Percentage of employed persons usually working 49 hours or more per week	EU-LFS 2000 – annual	lfsa_qoe_3a2
3a3	<i>Involuntary part-time work</i> Percentage of employed persons working part-time because they could not find a full-time job	EU-LFS 2000 – annual	lfsa_epgar
3a4	<i>Distribution of weekly working hours</i> Percentages of employed persons by usual weekly working hours in hour brackets	EU-LFS 2000 – annual	lfsa_qoe_3a4

No	Indicator / Operationalisation in database	Source	Table code
3a5	<i>Multiple job holders</i> Percentage of employed persons who have more than one job	EU-LFS 1983 – annual	tqoe3a5

b. Working arrangements

No	Indicator / Operationalisation in database	Source	Table code
3b1	<i>Night work</i> Percentage of employed persons usually working at night	EU-LFS 1992 – annual	lfsa_ewpnig
3b2	<i>Evening work</i> Percentage of employed persons usually working in the evening	EU-LFS 1992 – annual	lfsa_ewpeve
3b3	<i>Weekend work</i> Percentage of employed persons usually working at Saturday on/or Sunday	EU-LFS 2000 – annual	lfsa_qoe_3b3
3b4	<i>Flexible work schedules</i> Percentage of employees with a flexible work schedule	EU-LFS 2004, 2010	tqoe3b4

c. Work-life balance

No	Indicator / Operationalisation in database	Source	Table code
3c1	<i>Employment rate of mothers and fathers</i> Employment rate of 20-to-49-year olds with a child below 6 years	EU-LFS 2005 – annual	lfst_hheredch
3c2	<i>Possibility to work at home</i> Percentage of persons usually working at home by number of children	EU-LFS 2005 – annual	lfst_hhwahchi
3c3	<i>Commuting time</i> Mean duration of one-way commuting time between work and home in minutes	EWCS 2005, 2010, 2015	qoe_ewcs_3c3

4. Security of employment and social protection

a. Security of employment

No	Indicator / Operationalisation in database	Source	Table code
4a1	<i>Fixed-term contracts</i> Percentage of employees with a fixed-term contract	EU-LFS 1995 – annual	lfsa_etpgan
4a2	<i>Job tenure</i> Distribution of duration of employment with current employer by years in brackets	EU-LFS 2000 – annual	lfsa_qoe_4a2
4a3	<i>Own account workers</i> Percentage of self-employed without employees of all persons in employment	EU-LFS 1983 – annual	tqoe4a3
4a5	<i>Perceived job security</i> Percentage of employed persons expecting a possible loss of their job in the next 6 months	EWCS 2005, 2010, 2015	qoe_ewcs_4a5
4a6	<i>Temporary employment agency workers</i> Percentage of employed persons working for a temporary work agency	EU-LFS 2006 – annual	until 2008: lfsa_qoe_4a6r1 from 2008: lfsa_qoe_4a6r2
4ax1	<i>Precarious employment rate</i> Percentage of employees with a short-term contract of up to 3 months	EU-LFS 2000 – annual	until 2008: lfsa_qoe_4ax1r1 from 2008: lfaa_qoe_4ax1r2

5. Social dialogue

No	Indicator / Operationalisation in database	Source	Table code
5.1	<i>Collective bargaining coverage rate</i> Percentage of employees being subject to a collective pay agreement	SES 2002 – 4-annual	2002: earn_ses_agt01 2006: earn_ses06_01 2010: earn_ses10_01 2014: earn_ses14_01

6. Skills development and training

No	Indicator / Operationalisation in database	Source	Table code
	<i>Training participation</i>	EWCS	
6.1	Percentage of employed persons participating in job-related non-formal education and training in the past 12 months	2005, 2010, 2015	qoe_ewcs_6_1
	<i>Volume of training</i>	EWCS	
6.2	Percentages of employed persons by volume of job-related non-formal education and training per participant in the last 12 months in days	2015	qoe_ewcs_6_2
	<i>Usefulness of training</i>	EWCS	
6.3	Percentage of employed persons perceiving that their job-related non-formal education and training helped to improve the way they work	2015	qoe_ewcs_6_3
	<i>Learning at work</i>	EWCS	
6.4	Percentage of employed persons whose job involves improving their skills	2005, 2010, 2015	qoe_ewcs_6_4
	<i>Employability</i>	EWCS	
6.5	Percentage of employed persons whose work experience and job skills would be helpful to find another job	2010, 2015	qoe_ewcs_6_5
	<i>Skills match</i>	EWCS	
6.6	Percentage of employed persons having the opportunity to use their knowledge and skills in their current job	2005, 2010, 2015	qoe_ewcs_6_6

7. Employment-related relationships and work motivation

a. Employment-related relationships

No	Indicator / Operationalisation in database	Source	Table code
	<i>Relationship with co-workers</i>	EWCS	
7a1	Percentage of employed persons having a good relationship with their colleagues	2005, 2010, 2015	qoe_ewcs_7a1

7a2	<i>Relationship with supervisor</i> Percentage of employees having a good relationship with their supervisor	EWCS 2005, 2010, 2015	qoe_ewcs_7a2
7a3	<i>Employment-related violence</i> Percentage employed persons exposed to employment-related physical, psychological, or sexual violence in the last 12 months	EWCS 2010, 2015	qoe_ewcs_7a3

b. Work motivation

No	Indicator / Operationalisation in database	Source	Table code
7b1	<i>Job autonomy</i> Percentage of employed persons being able to choose their methods of work or to influence their pace of work	EWCS 2005, 2010, 2015	qoe_ewcs_7b1
7b2	<i>Feedback from supervisor</i> Percentage of employees receiving regular feedback from their supervisor	EWCS 2015	qoe_ewcs_7b2
7b3	<i>Intrinsic rewards</i> Percentage of employed persons thinking that they do useful work	EWCS 2005, 2010, 2015	qoe_ewcs_7b3
7b4	<i>Work intensity</i> Percentage of employed persons having to work at very high speed or to tight deadlines	EWCS 2005, 2010, 2015	qoe_ewcs_7b4
7b5	<i>Organisational participation</i> Percentage of employed persons being able to influence decisions that affect their work	EWCS 2010, 2015	qoe_ewcs_7b5