

Developing a global methodology for employment conditions surveys

Possibility and reality

Joint workshop on “Monitoring Employment Conditions through
Workers’ Surveys”

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Global survey methodology

Why?


- Knowledge gaps concerning the quality of working life
 - Especially informal employment
 - Gaps in employment conditions between different groups of workers (e.g., the term “vulnerable” needs to be substantiated)
- Decent Work Agenda and related indicators
- Supplementing TRAVAIL’s legal database on working time, minimum wages, and maternity protection


Global survey methodology

Why? (continued)

- Contributing to global debates on:
 - Globalization, by correcting information bias where employers' voices dominate (WB's Enterprise surveys)
 - Deregulation (e.g., *Doing Business Indicators*), by presenting analysis of "enforcement gaps" or effectiveness of regulations
 - Providing empirical grounds for strengthening the principles underlying international labour standards on employment conditions


Ex: What businesses say?

 **World Bank** • English • Español





Enterprise Surveys

What businesses say



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The Enterprise Analysis Unit surveys business establishments throughout the world and studies how the business environment affects their performance. Available data on more than 66,000 firms in 98 countries contain information on firm characteristics, business perceptions, and indicators on the quality of the business environment. The Unit's current research focuses on finance, regulation, corruption, trade, and informality, among other topics.



Current features



New! 2006 Survey data for [Chile](#), [Ecuador](#), [El Salvador](#), [Guatemala](#), [Honduras](#), [Nicaragua](#), and [Venezuela](#) have been added to the website.

- ▶ New research tool: [Do Your Own Analysis](#)
- ▶ New feature: Full survey data is now [available on line](#)
- ▶ New feature: Have a question? [See our new FAQs](#)
- ▶ Research: [The Persistence of Corruption in Brazil](#)
- ▶ Research: [When do Creditor Rights Work?](#)
- ▶ Research: [Entry Regulation and Business Start-Ups: Evidence from Mexico](#)
- ▶ Research: [Labor Regulation and Employment in India's Retail Stores](#)

Full survey data

Access the [full survey data](#) and hone your analysis. Over 500 indicators!

Do your own analysis

Over 150 indicators of the business environment are now available. Show results by geographic region, country, industry, size of business, ownership, and exporter status.

Other resources

- ▶ [Doing Business database](#): indicators on business regulations and their enforcement.

Global survey methodology

Why? (continued)

- Improving national capacities to monitor changes in working life (thereby policy developments)
 - Global survey methodology as a global public good (or, global reference point)
- Comparative data and analysis
- Technical support
- Tailor-made analysis

Global methodology

- Starting point: European Working Conditions Survey (EWCS)
 - The only existing survey (on working conditions) which has been developed and tested in multiple countries
- Yet, modifications are needed:
 - To better capture informal employment: the need for multi-layered filtering questions
 - To collect data on workers' awareness of their entitled legal rights concerning employment conditions

Global methodology *(Continued)*

- Two sets of questions: “core” and “supplementary”
- Core questions
 - Minimum requirements
 - “Trend” data
 - Global comparisons
 - Can be included in the existing national survey
- Supplementary questions
 - Optional

Global methodology *(Continued)*

- ILO-European Foundation Collaboration (2007-8)
 - Develop survey methodology
 - Pilot testing
 - Joint workshop to discuss the results and finalize the methodology
- New website to be created within ILO, with a link to European Foundation
- Inputs from the WageIndicator Project

Applying EWCS to Korea

- Backgrounds
 - Remarkable economic growth
 - Financial crisis in 1997-8
 - Concerns about the quality of working life (e.g., working hours)
 - Public concerns about workers' health and their family life
 - Decent Work Agenda has widely discussed
 - Increases in non-standard employment (35-55% of total employment)
- Yet, no national data set and no “trend” analysis
 - Rich data set on labour market structure and wages (Korea Labour Panel Data)

Applying EWCS to Korea *(continued)*

- The Korean Working Conditions Survey (2006): KWCS
 - Aimed at producing reliable data set for national policies
 - Adopted the EWCS methodology
 - Approved by the national statistical agency
 - Sample size: 10,000 households
 - Three-year project: survey design (2005), field work (2006), in-depth analysis (2007)

KWCS: survey design

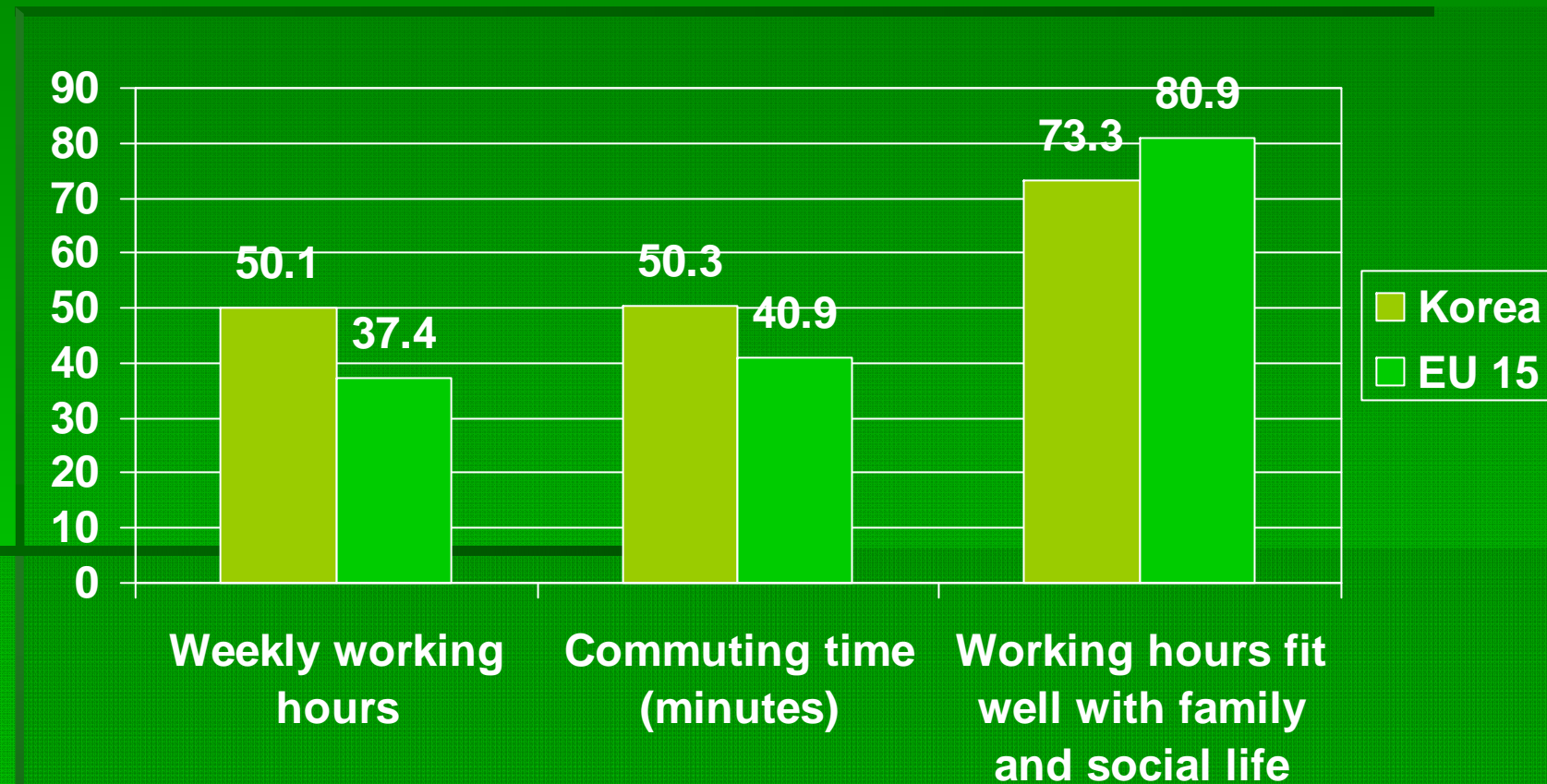
- Modifications

- A detailed list on types of employment (e.g., nonstandard employment)
- Occupation list (3-digit)
- New questions on smoking and alcohol (part of workplace culture?)

Sampling	Stratified (Population Census)
Response rate	0.40 (0.48 for EWCS 2005)
Refusal rate	0.24 (0.25 for EWCS 2005)
Fieldwork	Gallup (Gallup for EWCS 2005)
Method	Face-to-face interview

KWCS: Results

Working time



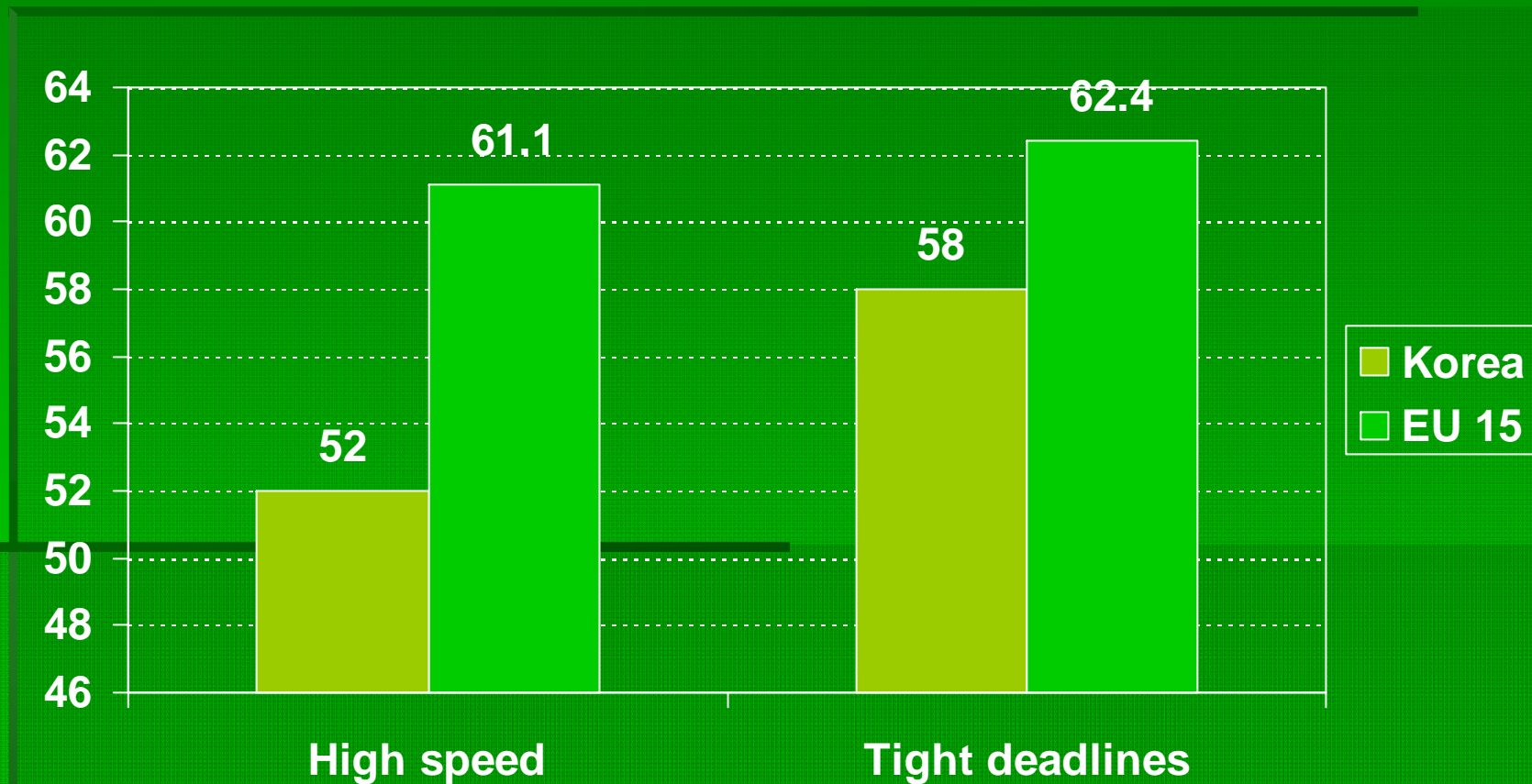
KWCS: Results

Workers' discretion



KWCS: Results

Work intensity



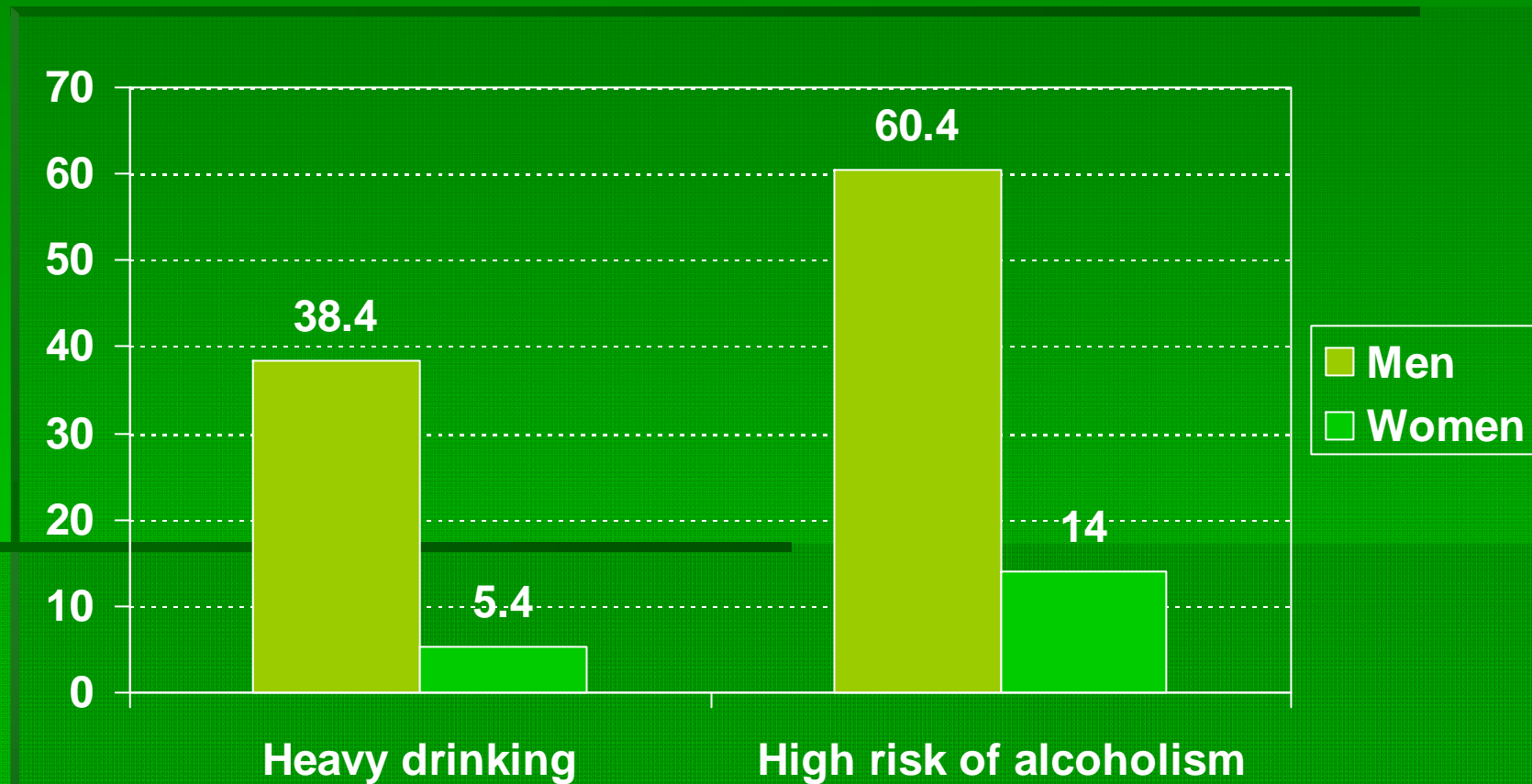
KWCS: Results

Information and consultation



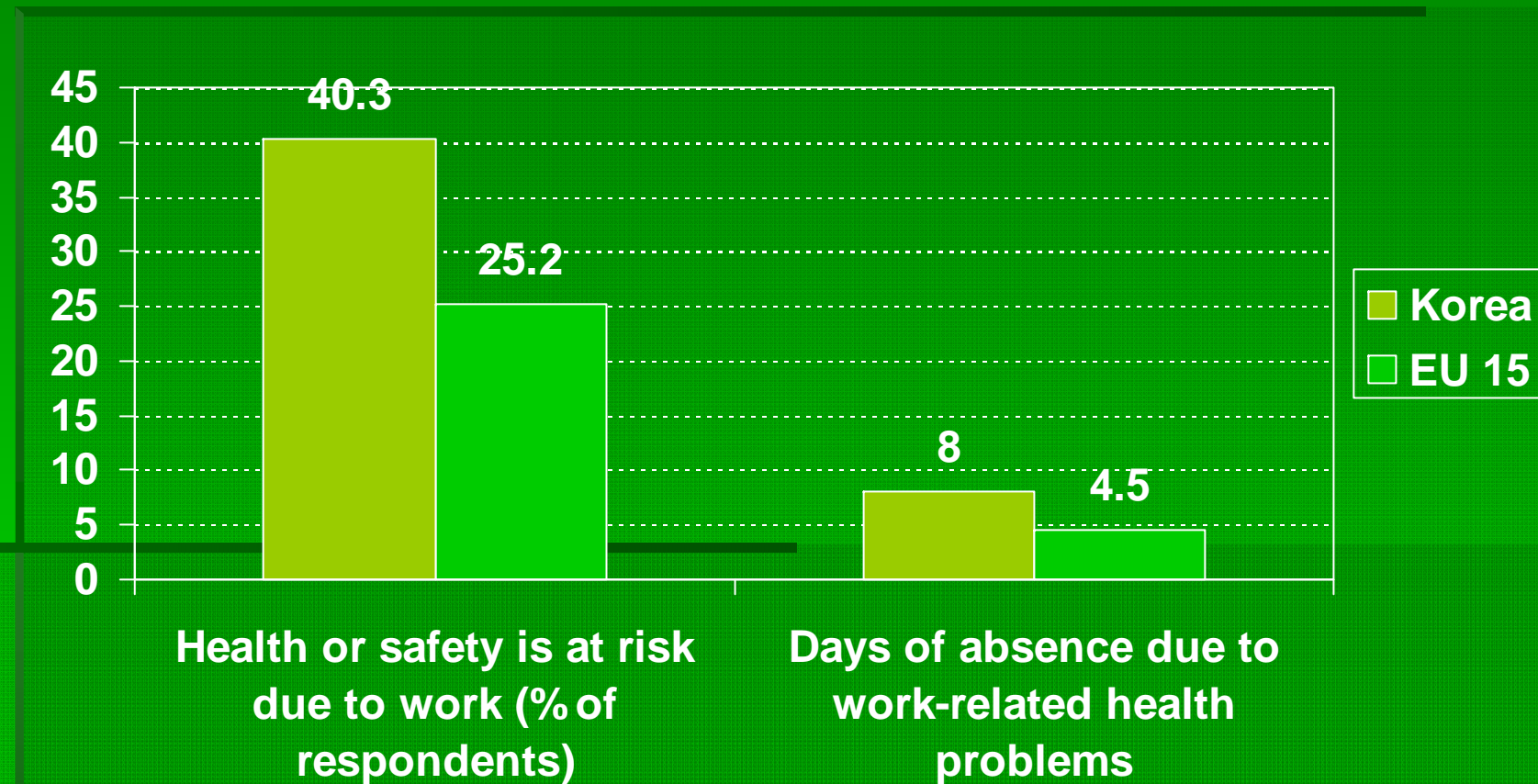
KWCS: Results

Alcoholism



KWCS: Results

Health/Safety and work



KWCS: Results

Satisfaction



Preliminary evaluations

- KWCS shows that EWCS is widely applicable
- Modifications are inevitable, especially in the presence of diverse employment patterns
- Policy implications are clear and great, but the survey analysis and report are weak
- Some doubts about reliability

Reliability check (correspondence rate, %)

(revisited 308 respondents with the same questionnaire)

Employment status	High temperature	Painful positions	High speed	Tight deadline	CF) 7-scale options
100.0	79.2	60.7	60.1	61.7	