

# **Work-Related Security in the Post-Soviet Russia: Indicators, Trends and Factors**

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# ILO InFocus Programme on Socio-Economic Security

## Objective

- To provide a comprehensive picture of emerging patterns of insecurity across the world

## Information sources

- *macro level*: Global database of national official social policy and labour market indicators
- *micro level*: National People's Security Surveys (PSS)

## Russian Surveys

- PSS-2002: 2316 respondents (1299 in wage employment) in 3 regions
- PSS-2007: 1800 respondents (1029 in wage employment) in 3 regions

# Seven forms of work-related security

- **Labour market security:** adequate employment opportunities, through state-guaranteed full employment
- **Employment security:** protection against arbitrary dismissal, regulations on hiring and firing, employment stability
- **Job security:** a niche designated as an occupation or "career", the opportunity to develop a sense of occupation, barriers to skill dilution
- **Work security:** protection against accidents and illness at work, through safety and health regulations, regulated limits on working time, unsociable hours
- **Skill reproduction security:** widespread opportunities to gain and retain skills, through apprenticeships and employment training programs
- **Income security:** ensuring regular and decent wage/salary income and work-related benefits
- **Representation security:** protection of collective voice in the labour market, through independent trade unions and other bodies able to represent the interests of workers

# Macro Level Indices

## *National Labour Market Security Index*

### ***Input indicators (legal base)***

- Ratification of ILO Convention #122 on Employment Policy, 1964
- Formal commitment to full employment
- Unemployment benefit scheme
- Legislation banning gender discrimination in recruitment

### ***Process indicators (mechanisms and resources)***

- Public employment service
- Public consumption per head of the working age population (proxy for importance of public sector as employer)
- GDP growth rate (proxy for expansion of employment opportunities)
- Gross capital formation as a percentage of GDP (proxy for expansion of employment opportunities)

### **Output indicators**

- Unemployment rate
- Ratio of male to female unemployment
- Ratio of male to female unemployment
- Wage employment share in income earning activities
- Female share of wage employment



# Key points

- Macro indices are ill-suited for measuring outcome, they are mainly contextual
- Macro level indicators tell us nothing about distribution of work-related security among different categories of population and of factors impacting this distribution.
- It is the micro level indices constructed on the basis of household survey data that are of crucial importance
- The emphasis should be made upon subjective indicators (how people perceive the extent of their security or insecurity)

# Micro Level Security Indices

## Selected indicators

### **Labour market security**

- estimated chances of finding another employment in case of job loss

### **Employment security**

- Type of contract
- Confidence in keeping job for next 12 months
- Protection against unfair dismissal

### **Job security**

- Active usage of skills and competences
- Satisfaction with work contents
- Promotion/downgrading in the past 3 years
- Satisfaction with career prospects

### **Work security**

- Overtime
- Access to regular leave
- Perception of work conditions as dangerous
- Existence of enterprise safety department

### **Skill reproduction security**

- Rate of devotion to one's profession/occupation
- Training/retraining in the past 3 years
- Access to training/retraining

### **Income security**

- Regularity of wage-payment
- Satisfaction with wage/salary
- Satisfaction with social benefits provided by enterprise (social package)

### **Representation security**

- TU membership
- Reliance on TU to protect workers interests

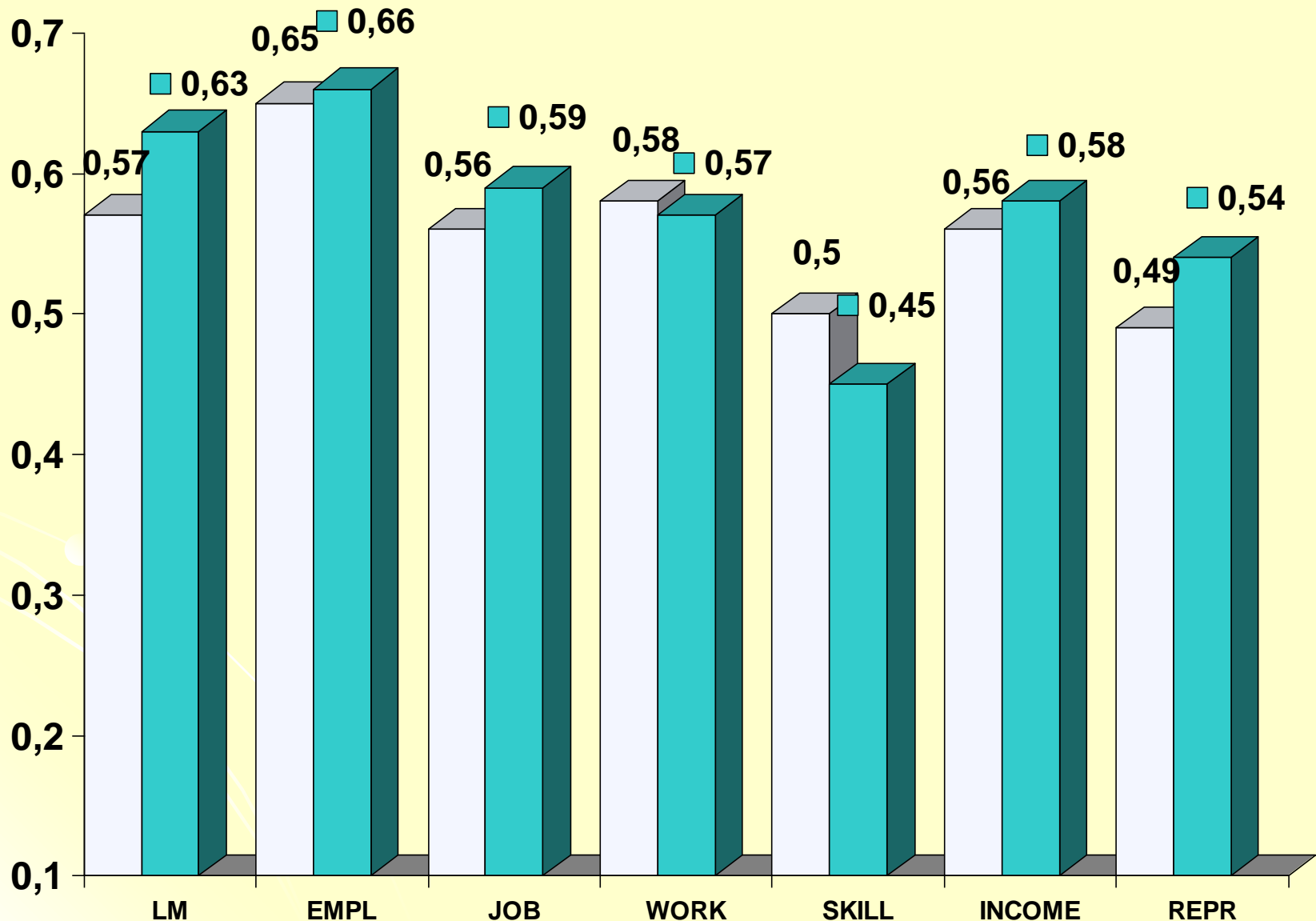
# Labour market security index

<b>If you lose your present job, will you be able to find another as good?</b>	<b>Rigid variant</b>	<b>Flexi variant</b>
Yes, easily	1	1
Yes, but it will take time and effort	1	0.75
Probably not	0	0.25
Definitely not	0	0
Index value	0.710	0.640

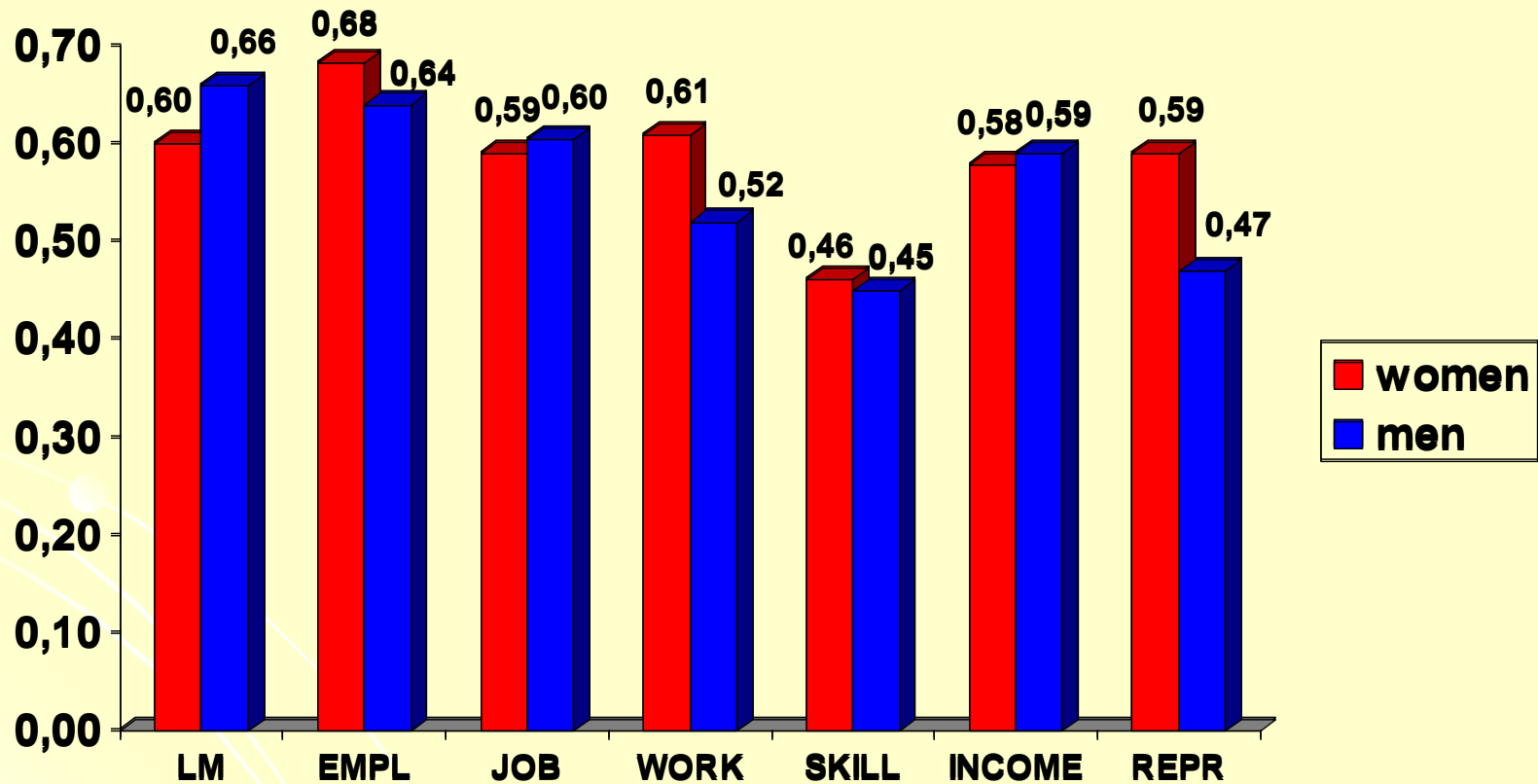
# Work-Related Security Indices in 2002: Micro and Macro Level

	LM	EMPL	JOB	WORK	SKILL	INCOME	REPR
Micro 2002	0.556	0.645	0.556	0.584	0.499	0.560	0.487
Macro 2002	0.552	0.551	0.685	0.601	0.701	0.456	0.548
Rank macro 2002	49 (94)	34 (99)	18 (94)	38 (95)	24 (139)	60 (96)	34 (99)

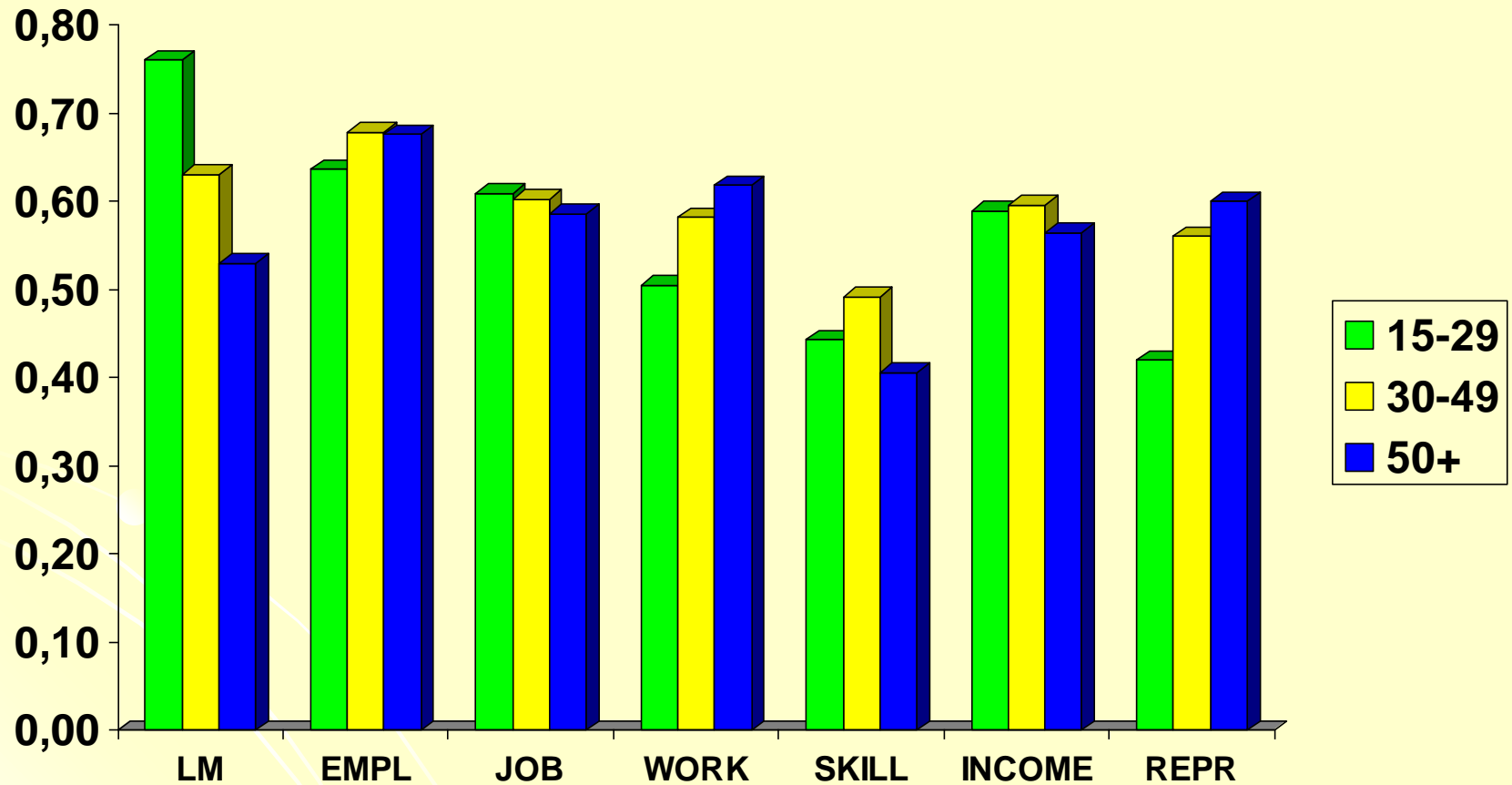
# Dynamics of Work-Related Security Indices during Economic Upturn



# Security Indices by Gender in 2007

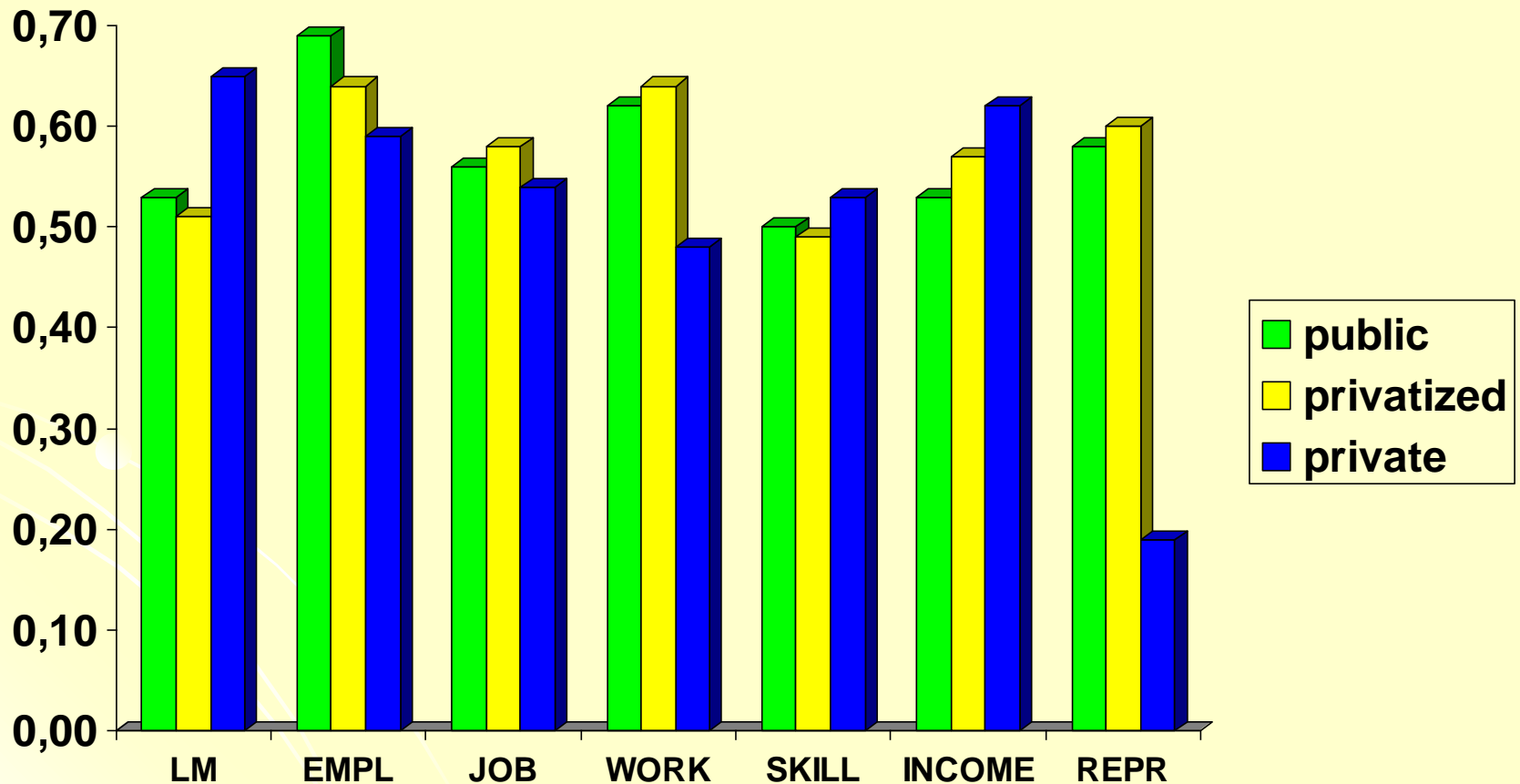


# Security Indices by Age in 2007

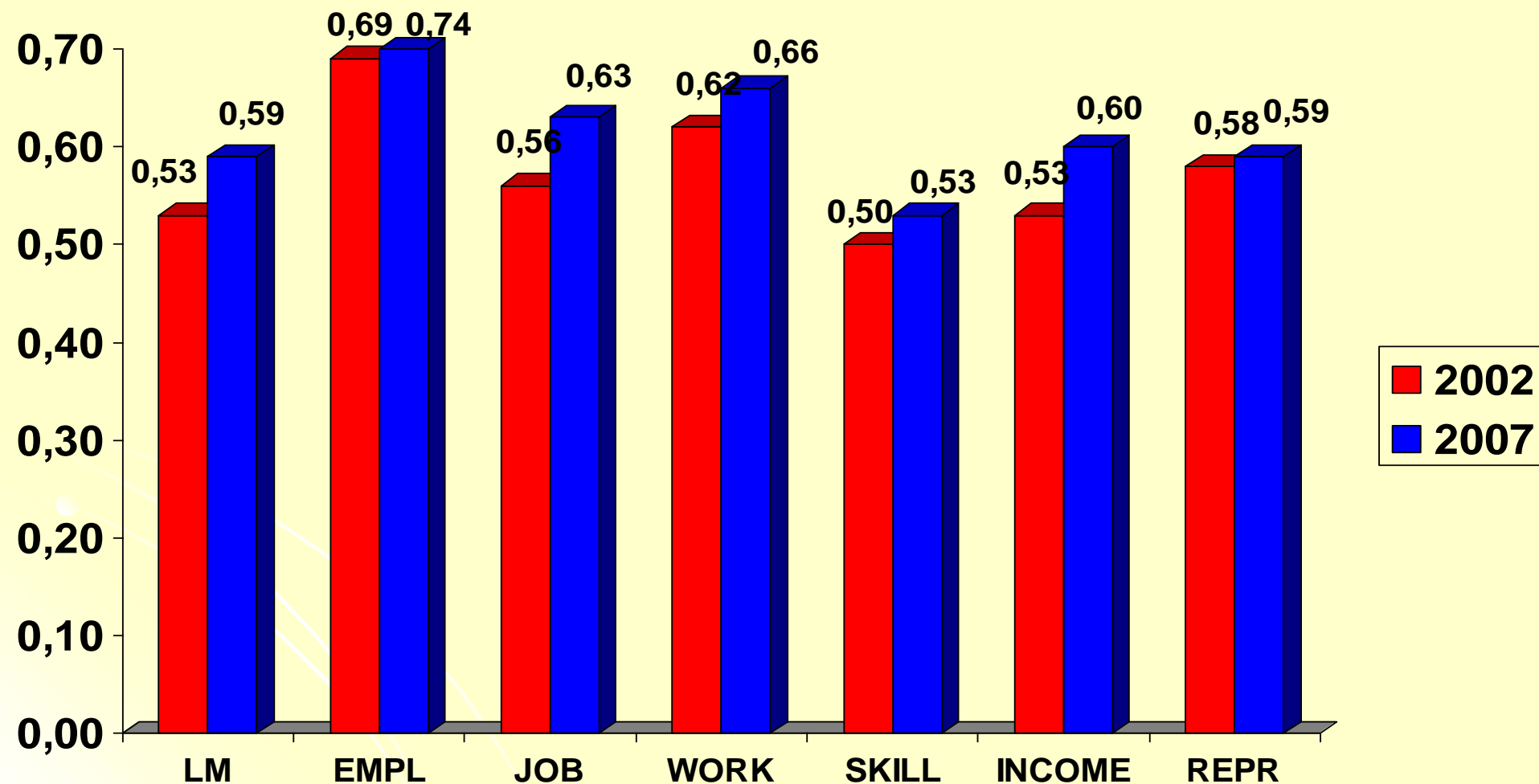




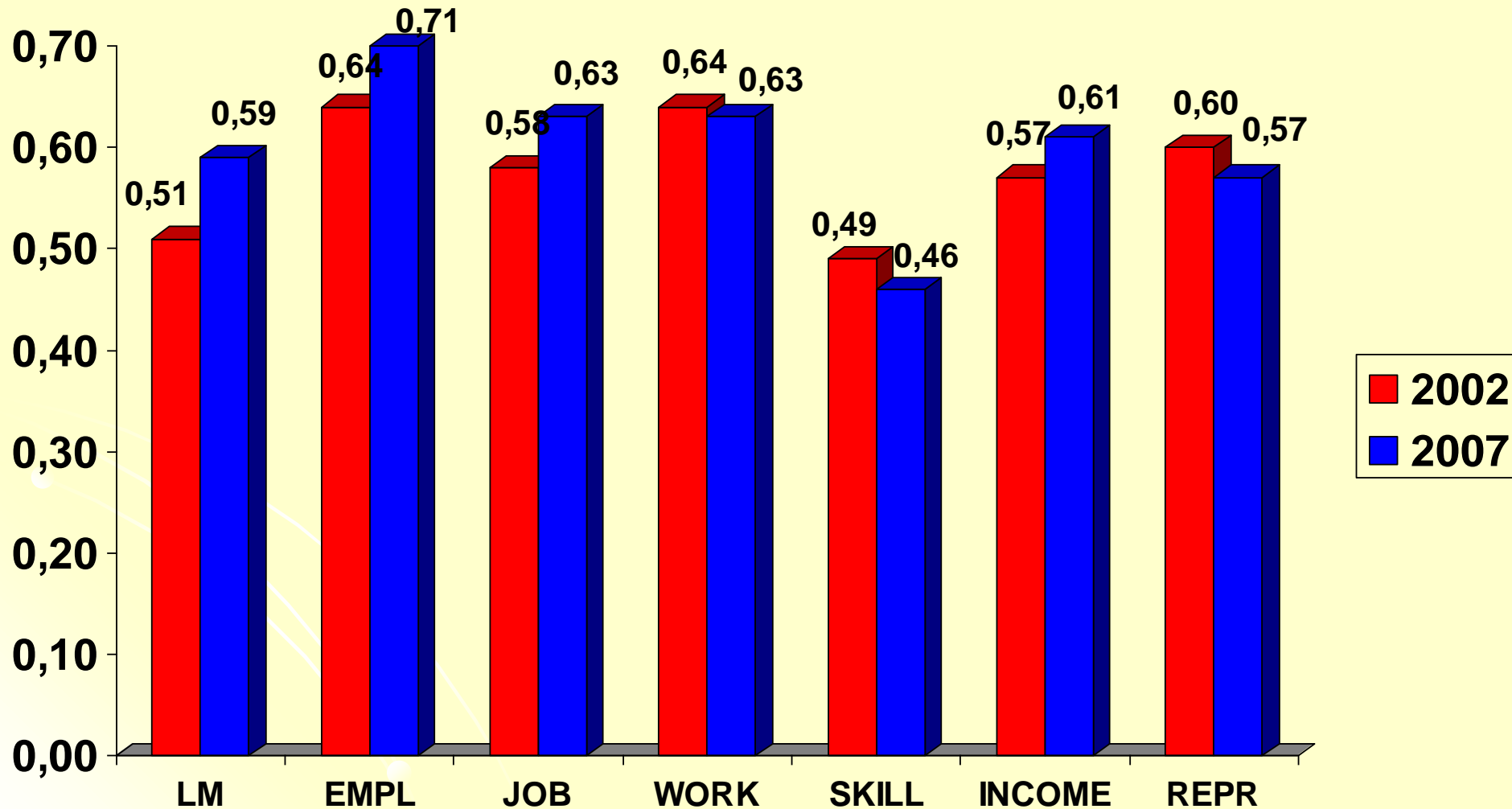
# Security Indices by Sector of Economy in 2002



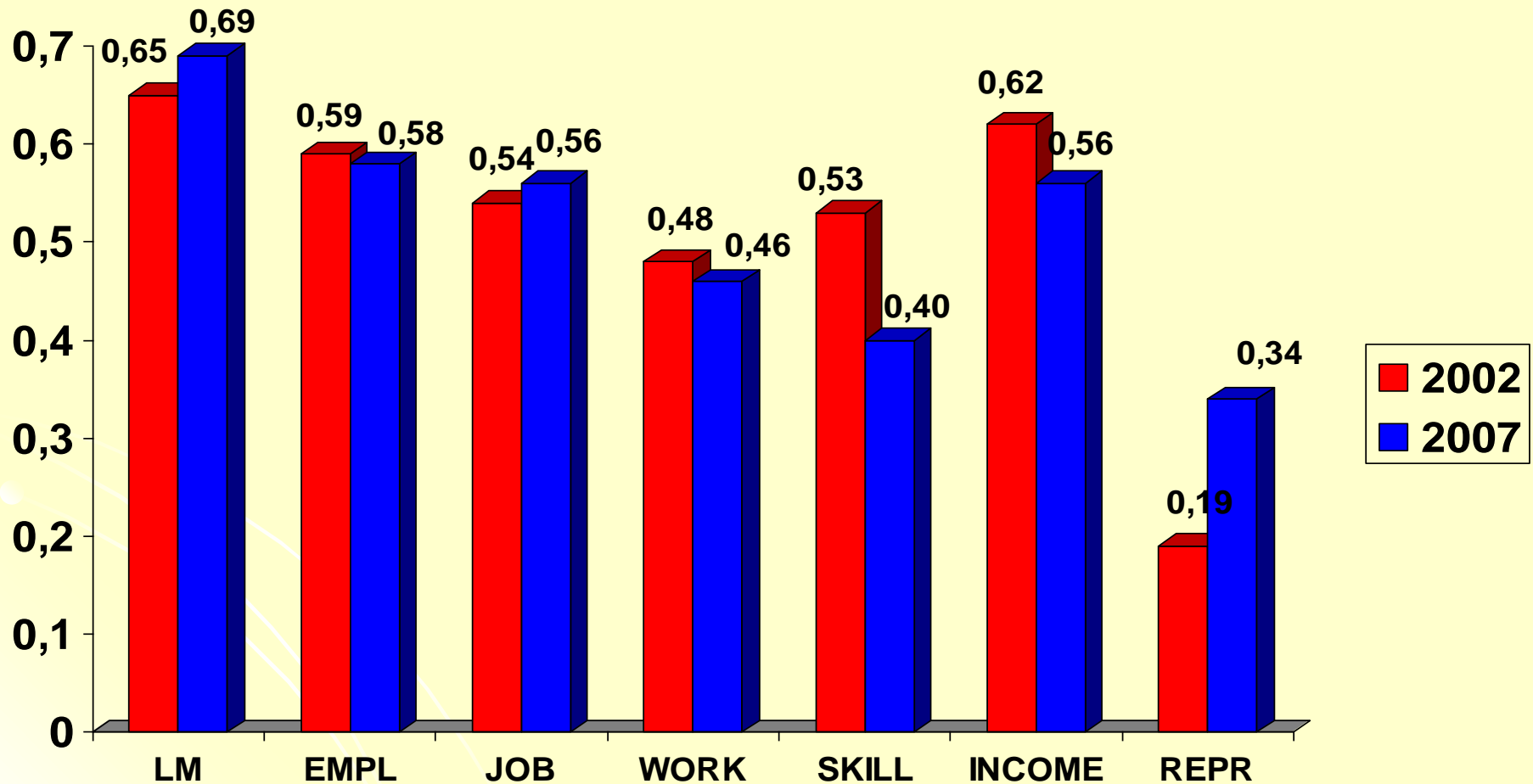
# Dynamics of Work-Related Security Indices in the Public Sector



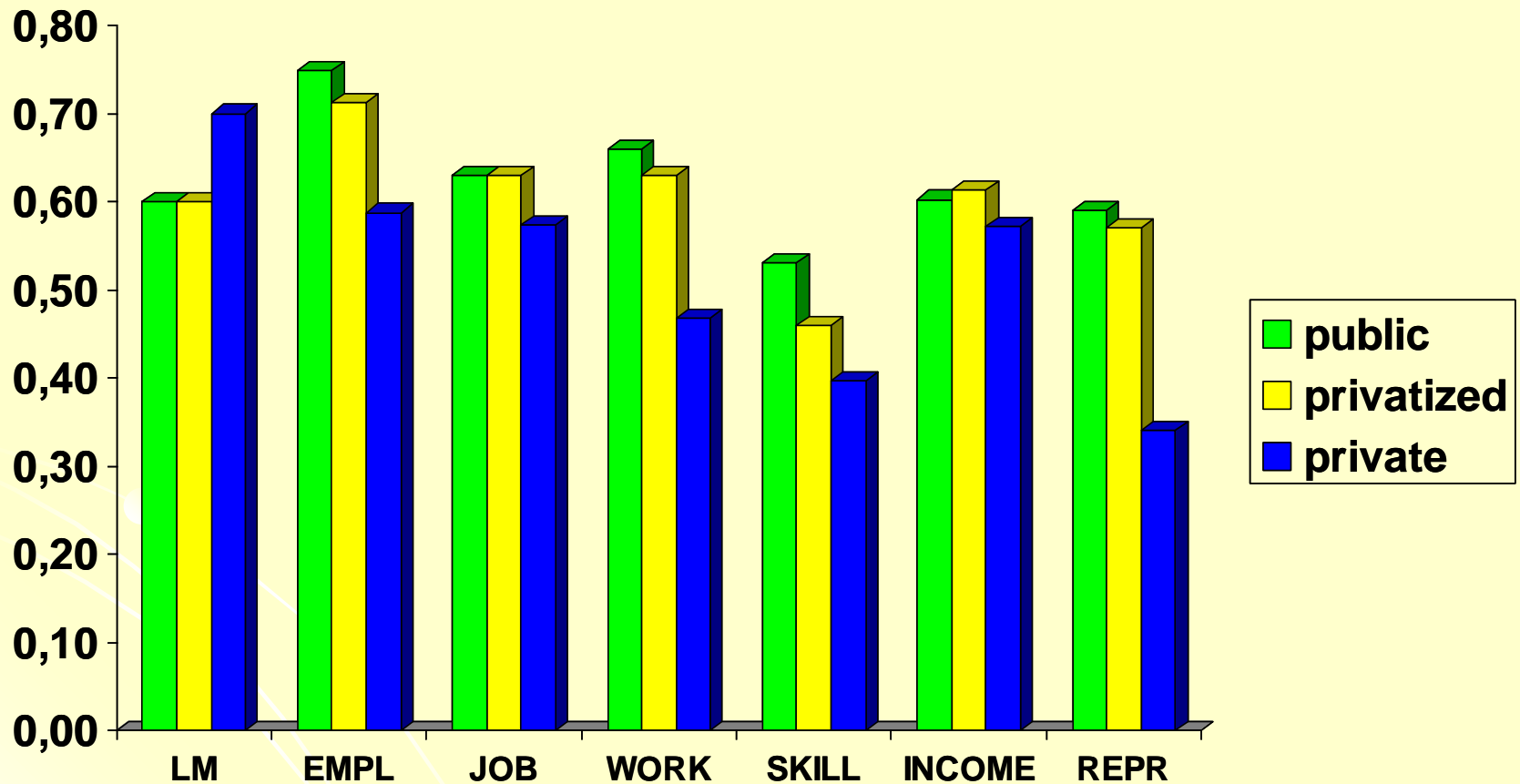
# Dynamics of Work-Related Security Indices in Privatized Enterprises



# Dynamics of Work-Related Security Indices in the “New Private” Sector



# Security Indices by Sector of Economy in 2007



# Work-Related Security Profiles

	Employee Clusters				
	1(N335)	2(N194)	3(N164)	4(N289)	5(N200)
LM	0,84	0,83	0,14	0,85	0,15
EMPL	0,79	0,70	0,75	0,49	0,56
JOB	0,72	0,56	0,67	0,50	0,49
WORK	0,65	0,64	0,68	0,37	0,52
SKILL	0,70	0,22	0,63	0,37	0,22
INCOME	0,67	0,59	0,65	0,48	0,52
REPR	0,63	0,66	0,71	0,11	0,40

# **Thank you for you attention!**

## **Comments are welcome**

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# Macro Level Indices

- Input indicators – legal base for security: ratified ILO conventions and national laws
- Process indicators – mechanisms and resources contributing to security
- Outcome indicators – measures of whether Input and Process indicators are effective

## **National Labour Market Security Index**

### *Input indicators*

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# National Labour Market Security Index

## Outcome indicators

### **ILO version**

- Unemployment rate
- Ratio of male to female unemployment
- Ratio of male to female unemployment
- Wage employment share in income earning activities
- Female share of wage employment

### **Proposed version**

- Unemployment rate
- Registered unemployment/overall unemployment ratio
- Long-term unemployment
- Average duration of unemployment
- Share of informal sector employment

# Incidence of Discriminative Practices (data from PSS-2007)

Ground for discrimination	Share of respondents stating presence of discrimination at their enterprise (%)		
	Hiring	Promotion	Wage-setting
Age	54.8	25.0	8.7
Health	45.3	14.6	6.9
Gender	36.9	11.3	6.1
Migrant status	22.5	7.3	4.8
Appearance	13.1	6.6	2.8
Young children	12.1	4.2	2.2
Nationality	10.5	4.6	2.9
Sexual orientation	4.1	1.8	0.3
Religion	1.4	1.0	0.3
No grounds	22.8	48.5	61.2