

# **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

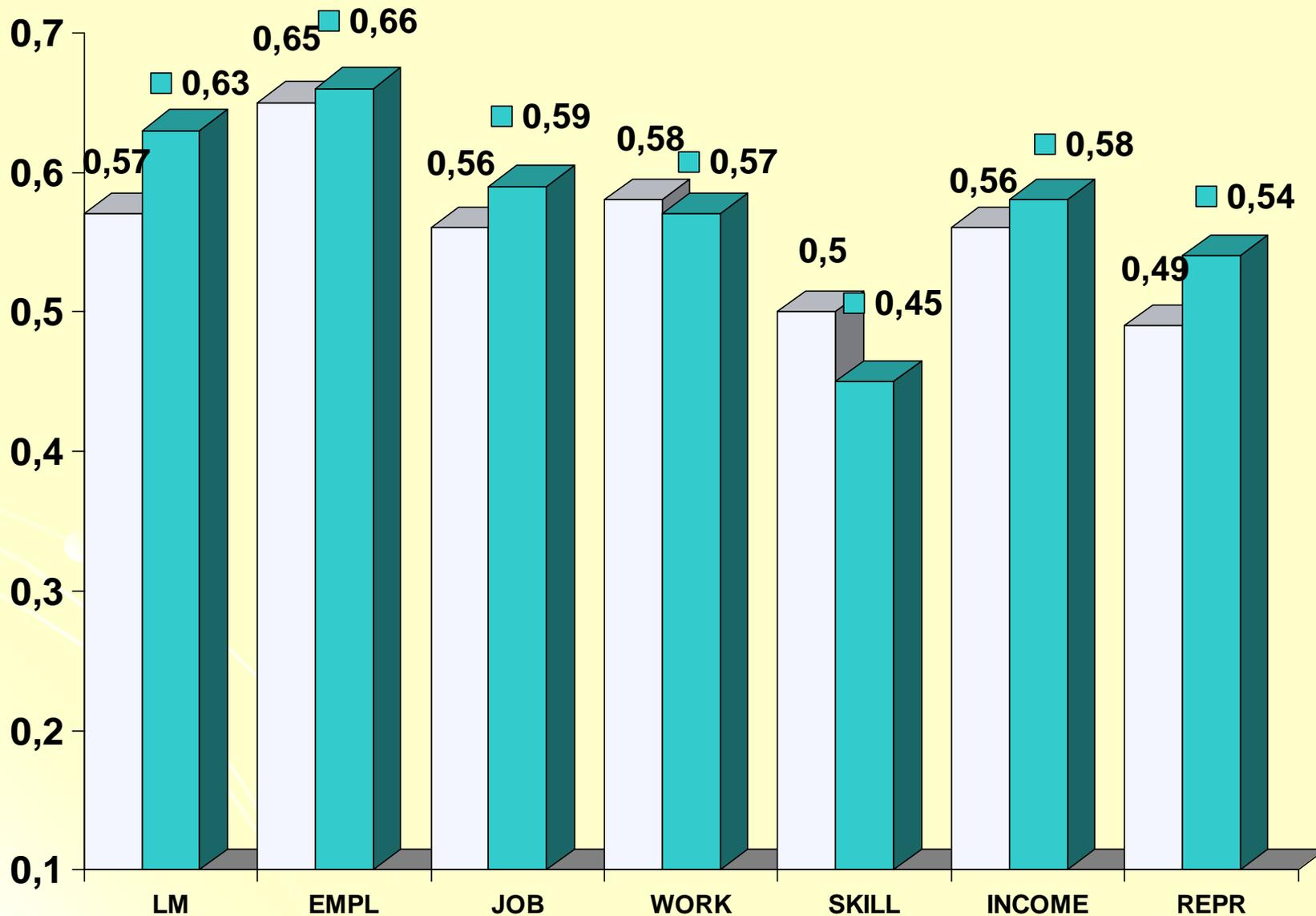
# Labour market security index

| <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                |

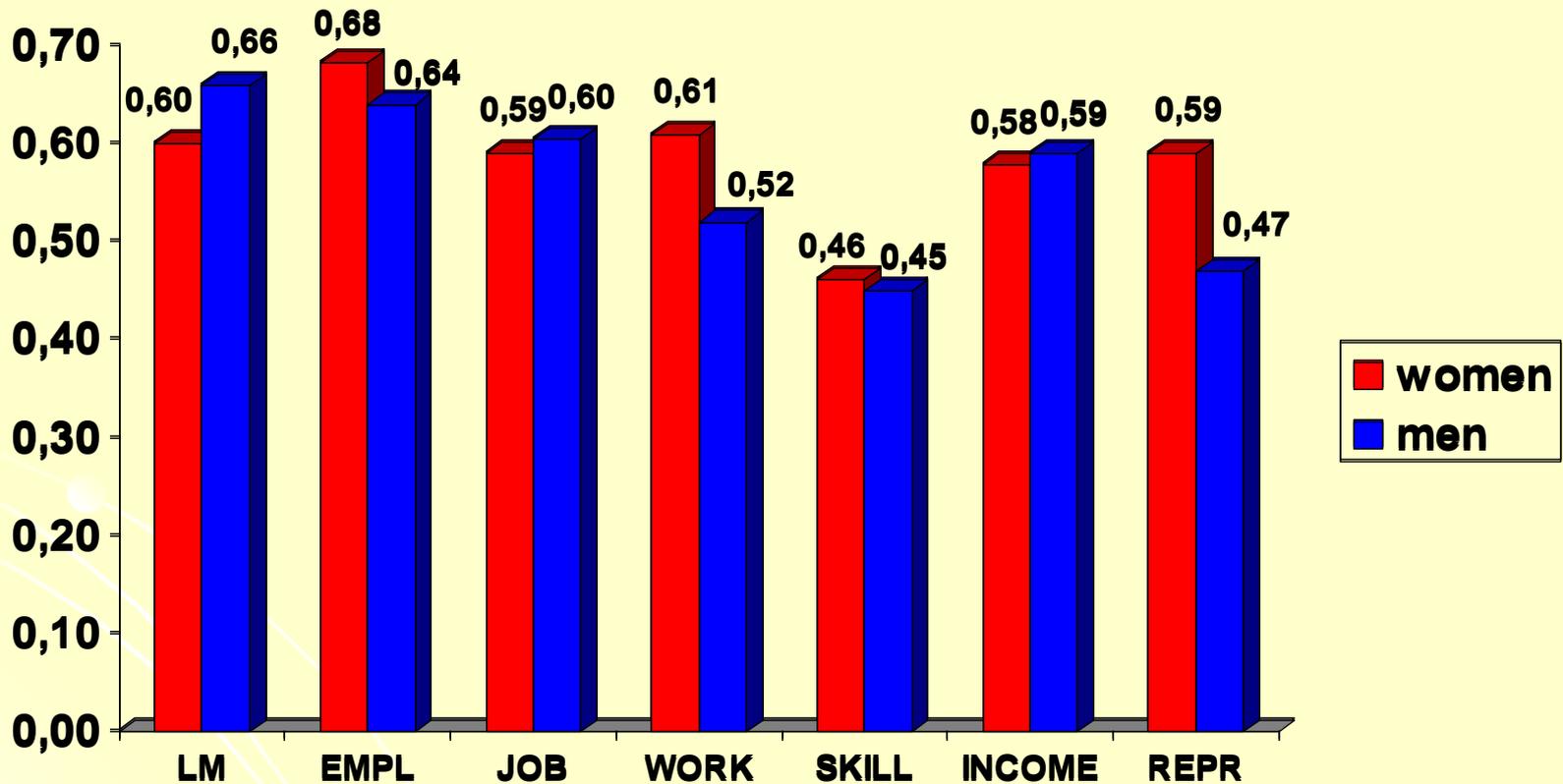
# Work-Related Security Indices in 2002: Micro and Macro Level

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

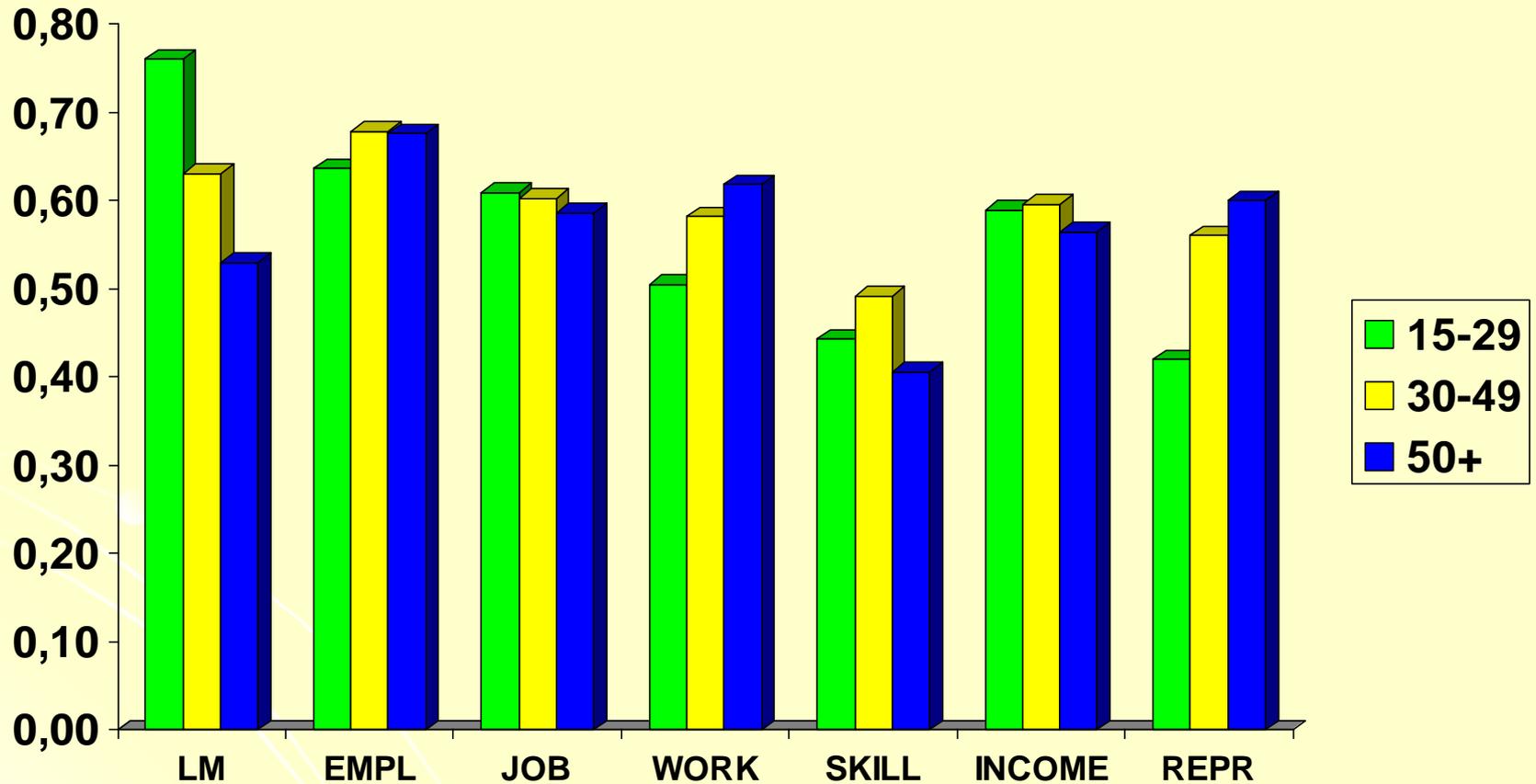
# Dynamics of Work-Related Security Indices during Economic Upturn



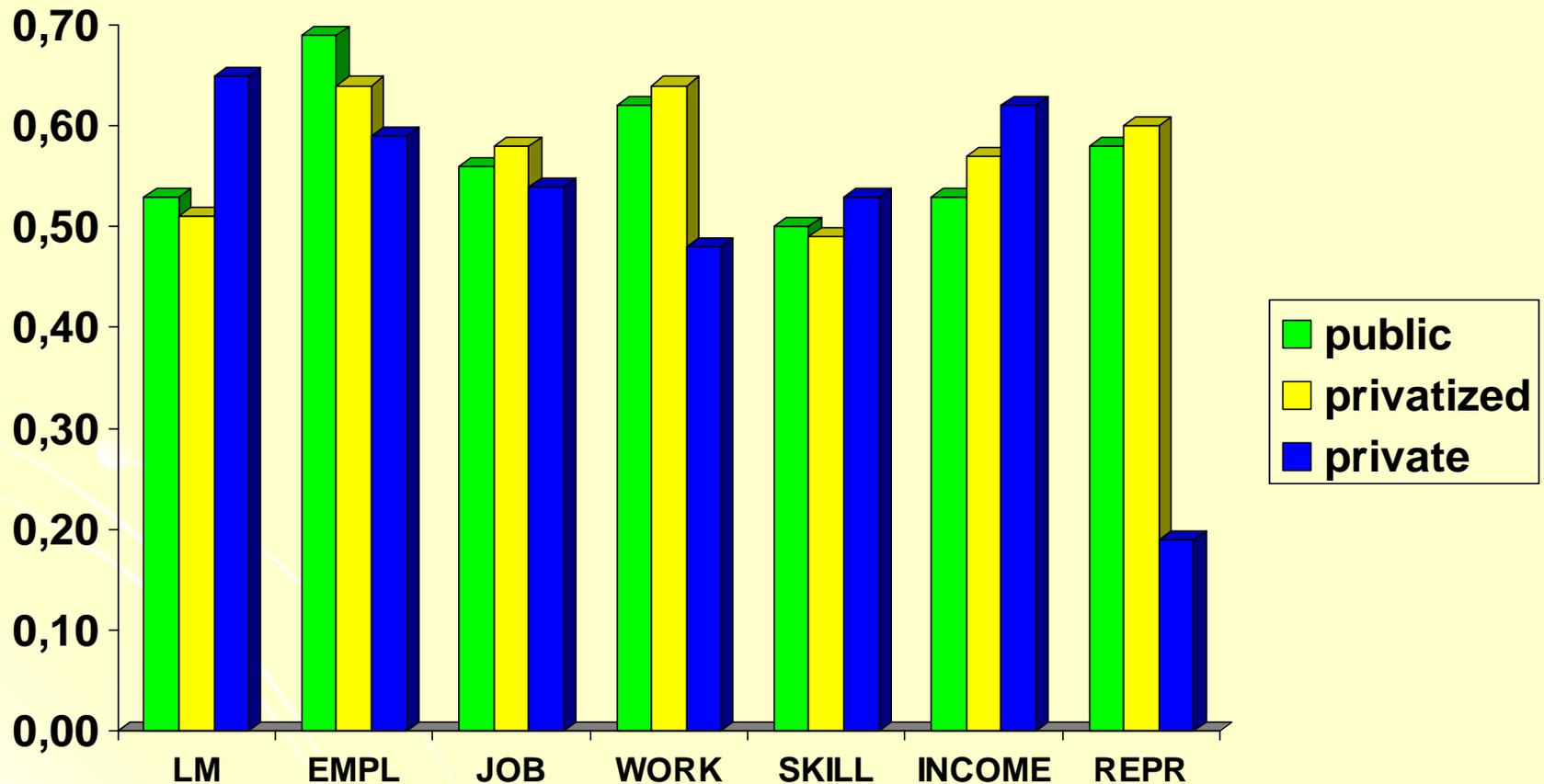
# Security Indices by Gender in 2007



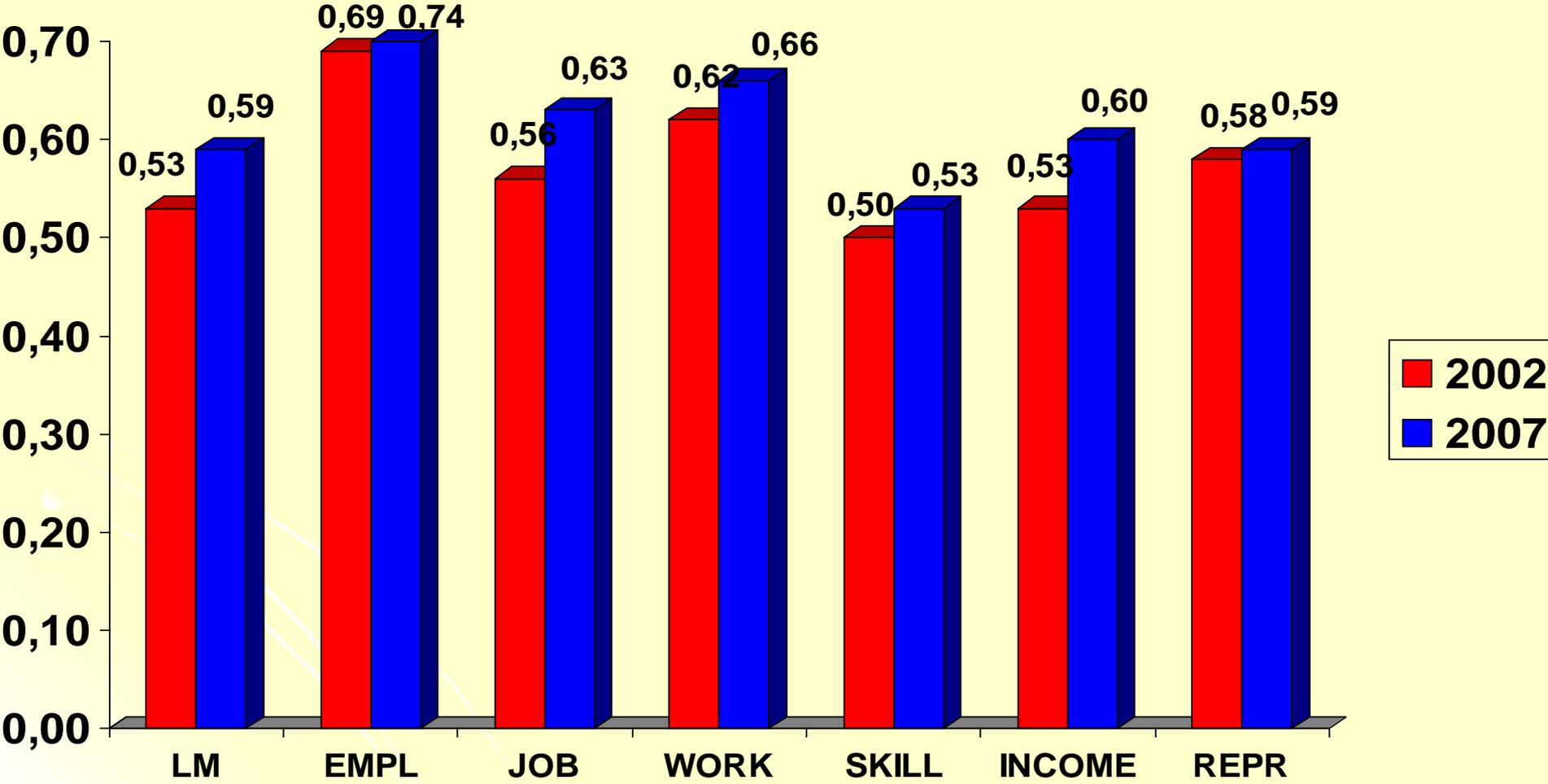
# Security Indices by Age in 2007



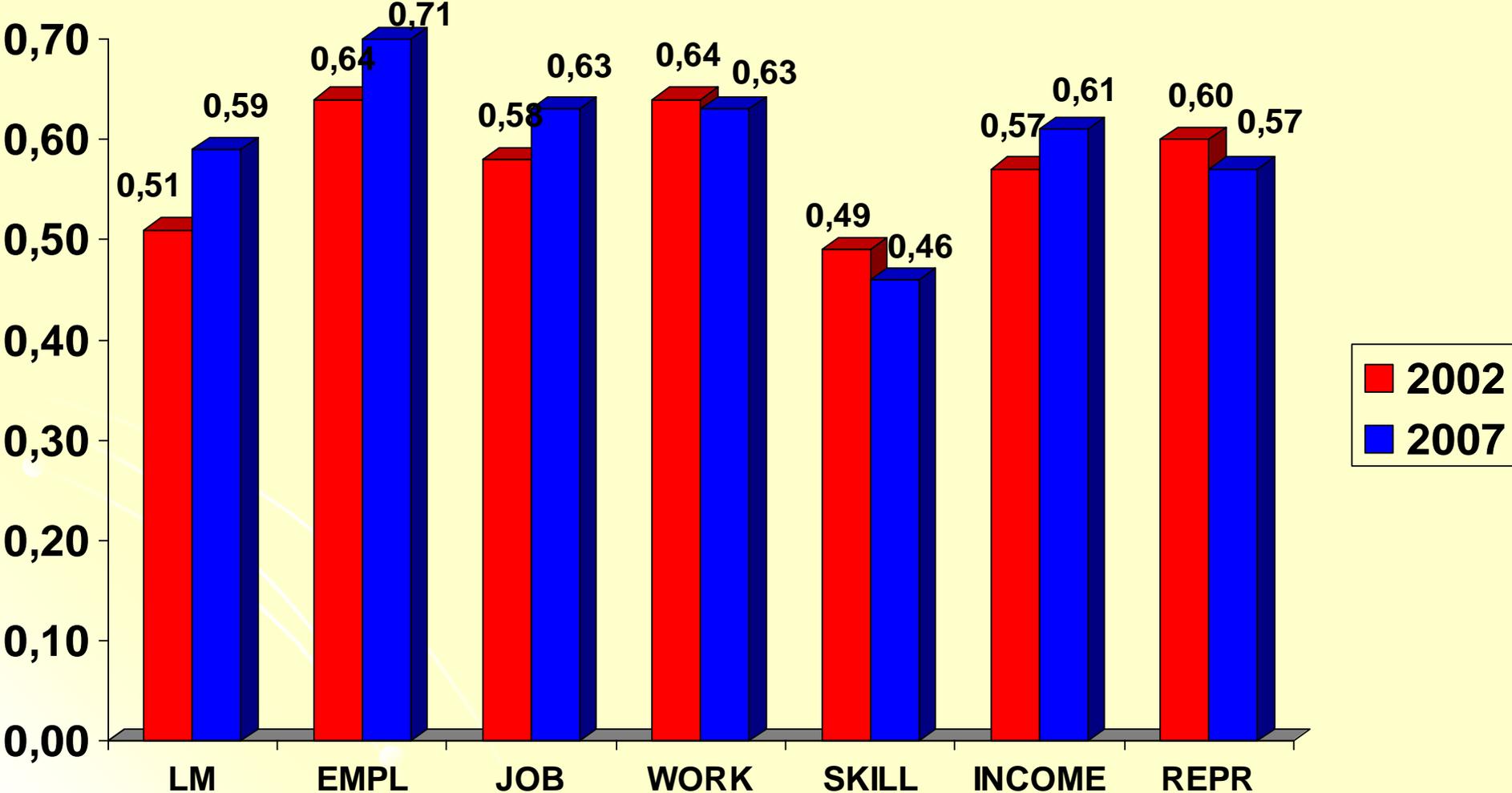
# Security Indices by Sector of Economy in 2002



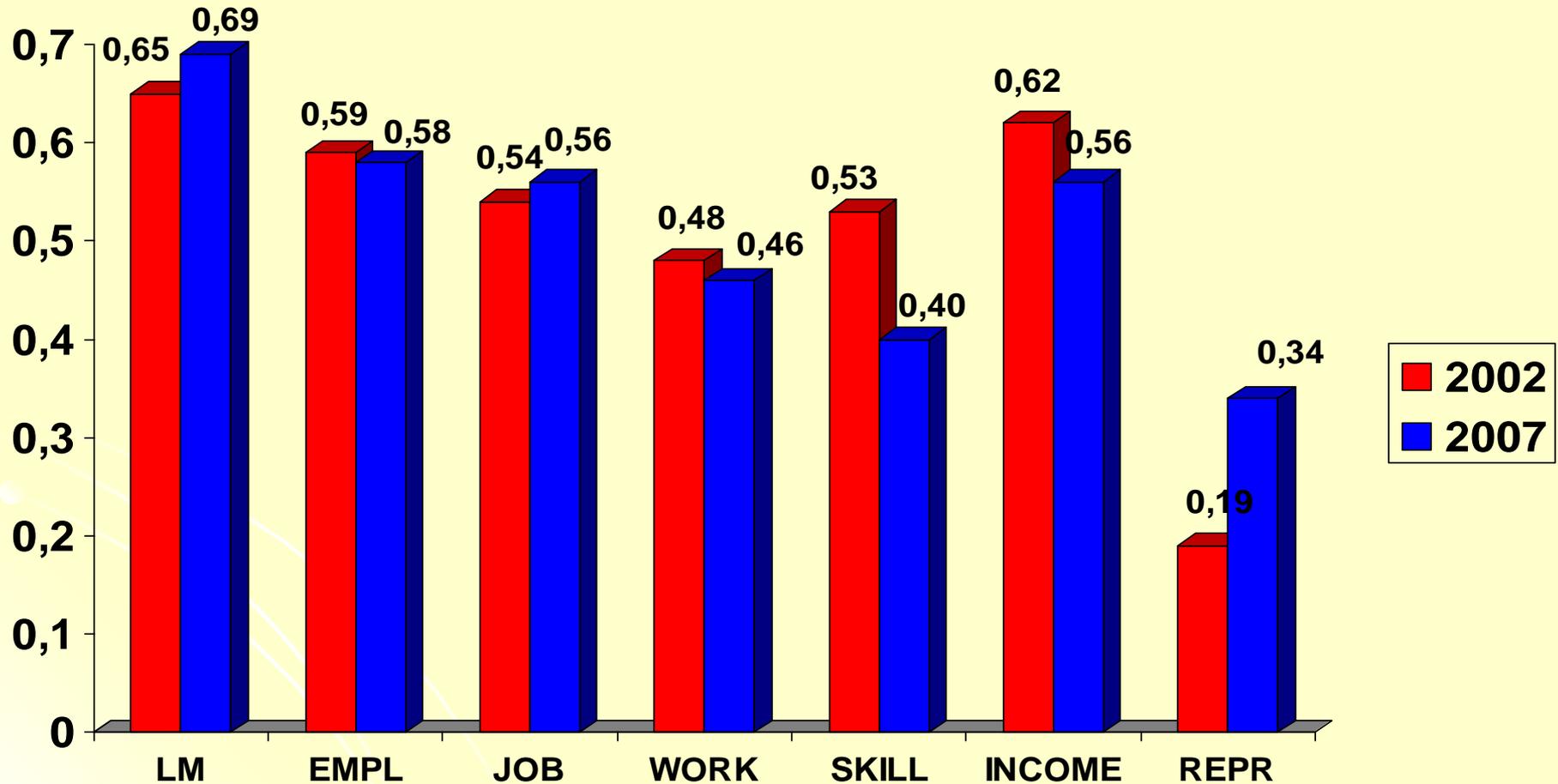
# Dynamics of Work-Related Security Indices in the Public Sector



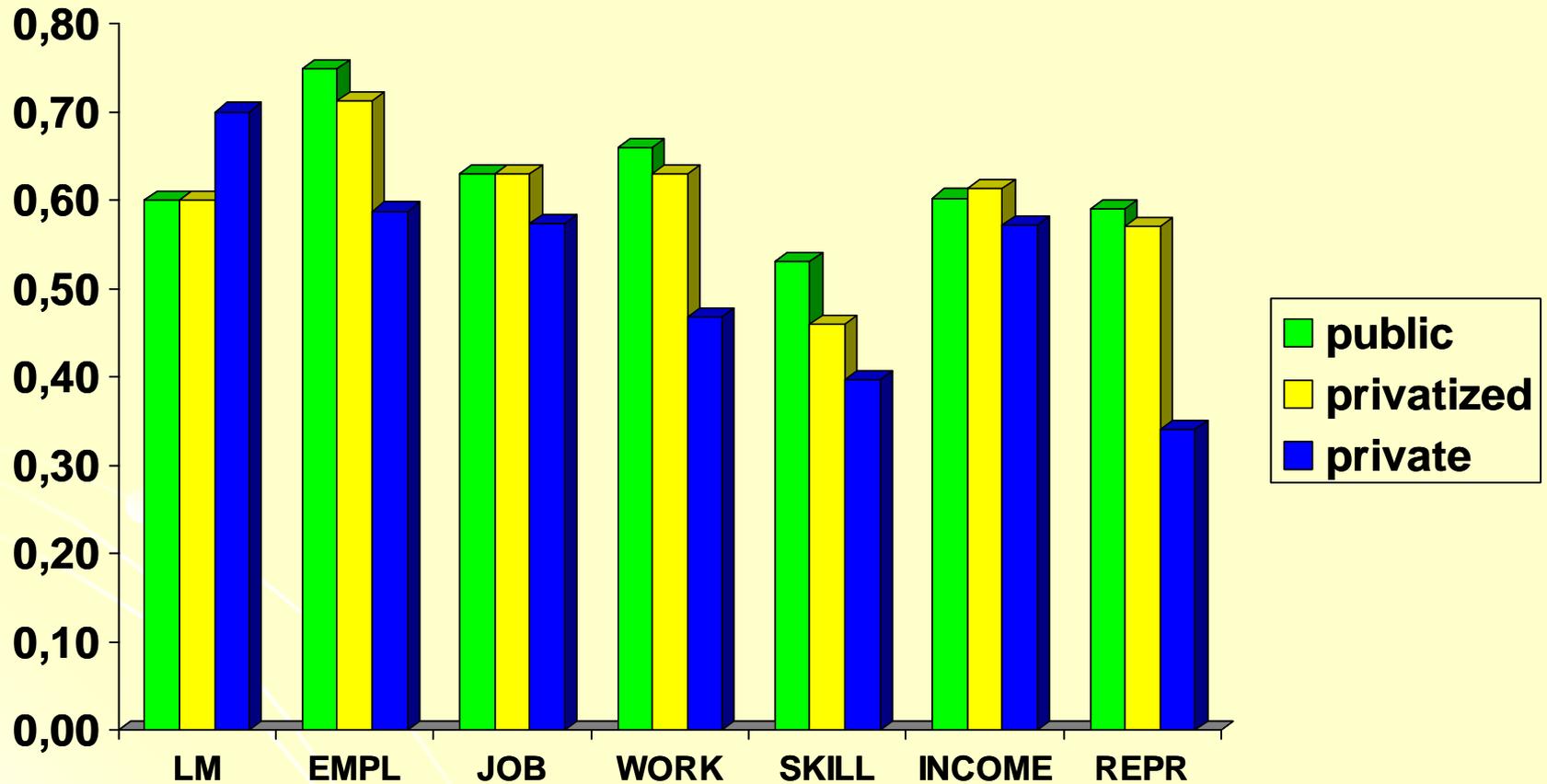
# Dynamics of Work-Related Security Indices in Privatized Enterprises



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



# Security Indices by Sector of Economy in 2007



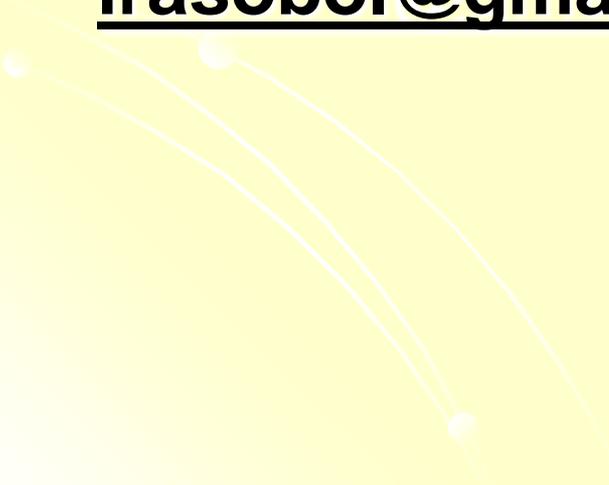
# Work-Related Security Profiles

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