

Measuring Good Work

The final report of the Measuring
Job Quality Working Group

What we measure and why it matters? Lessons from

Measuring Good Work

NERI Labour Market Conference 2019

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Summary

The work of this Review is based on a single overriding ambition: All work in the UK economy should be fair and decent with realistic scope for development and fulfilment.

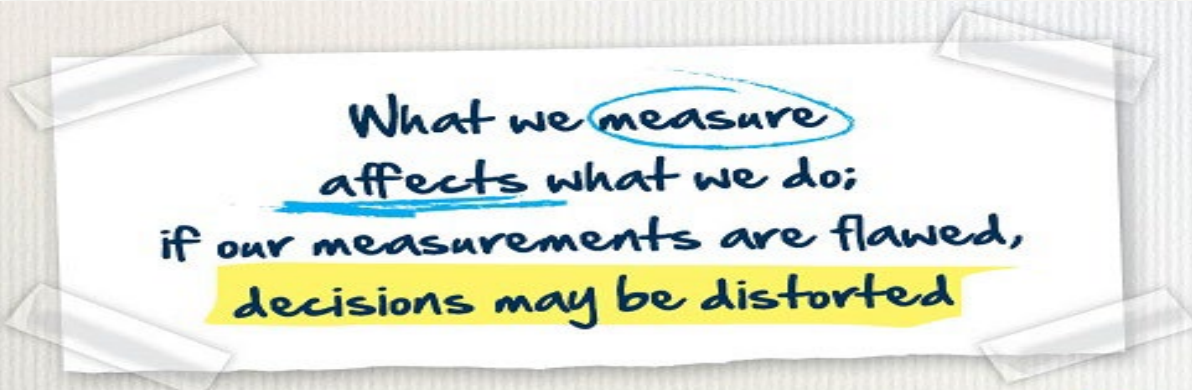
The Government must place equal importance on the quality of work as it does on the quantity by making the Secretary of State for Business, Energy and Industrial Strategy responsible for the quality of work in the British economy.

The Government should identify a set of metrics against which it will measure success in improving work, reporting annually on the quality of work on offer in the UK.

Work – The Taylor Review of Modern Working Practices, p103

All sounds very academic...why does this matter?

- ☐ In policy terms, what gets measured gets done.
- ☐ In public debate, what gets measured gets headlines.
- ☐ Genuine parity of esteem between quality and quantity – make this part of how we measure success as a nation
- ☐ Evidence base –building a full picture helps to identify “leader” and “laggard” sectors and regions, and plan interventions
- ☐ Hold politicians to account!



What we measure
affects what we do;
if our measurements are flawed,
decisions may be distorted

Group Members

Carnegie UK
Trust

BEIS

TUC

ACAS

Office for National
Statistics

RSA

What Works
Wellbeing

Resolution
Foundation

CIPD



Joseph Rowntree
Foundation

IPPR

Institute for
Employment
Research

Tesco

Investors
in People

Federation of
Small Businesses

Work
Foundation

What to measure?

How to measure it?



Principles for selecting measures of job quality

- ✓ Not a single metric
- ✓ Meaningful but manageable number of measures
- ✓ Prioritise what matters most to the majority of workers
- ✓ Focus on reality – work, as the worker experiences it
- ✓ Focus on the job, not wider labour market conditions or broader aspects of workers' lives
- ✓ Mix of objective and subjective measures
- ✓ Focus on drivers not outcomes
- ✓ Include the self-employed but recognise the limits of this approach
- ✓ Make use of tested, existing survey questions (where possible)

Job quality dimensions



Principles for selecting the right survey vehicle

Data must be:

- ✓ Robust
- ✓ Regular (annual) and reliable
- ✓ Capable of being segmented by industrial sector, jurisdiction, region, demographic group
- ✓ Able to give public profile to the issue
- ✓ From a single data source
- ✓ Realistically and efficiently collected (financially sustainable)



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To achieve this, the UK Government should look to use the Labour Force Survey (LFS) as the vehicle for collecting job quality data. This will involve adding 12 new measures to the LFS, in addition to the six measures the survey already covers.

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UK Government response:

Good Work Plan (Dec 2018)

New, independent Industrial Strategy Council (ISC)
will be tasked with suggesting which measures of
good work should be used to evaluate the success of

Government's
Industrial Strategy.

o measures being tested for inclusion on the LFS



What are the implications for Northern Ireland and Republic of Ireland?

Northern Ireland

- Can make use of changes to the LFS – to advance their own job quality ambitions / priorities
- ‘Better Jobs Index’ – under development
- An opportunity?



What are the implications for Northern Ireland and Republic of Ireland?



Republic of Ireland



- Future Jobs Ireland: 'Sets out a deliberate policy shift to increase firstly quality jobs that will allow for better living standards and secondly, sustainable jobs that will be less vulnerable to loss.' (March 2019, Irish Government)

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Any questions?

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