

Global JustJobs Index 2014

October 9, 2014



Tewodros Aragie Kebede
Huafeng Zhang
Kristin Jesnes
Jon Pedersen



Sabina Dewan
Gregory Randolph



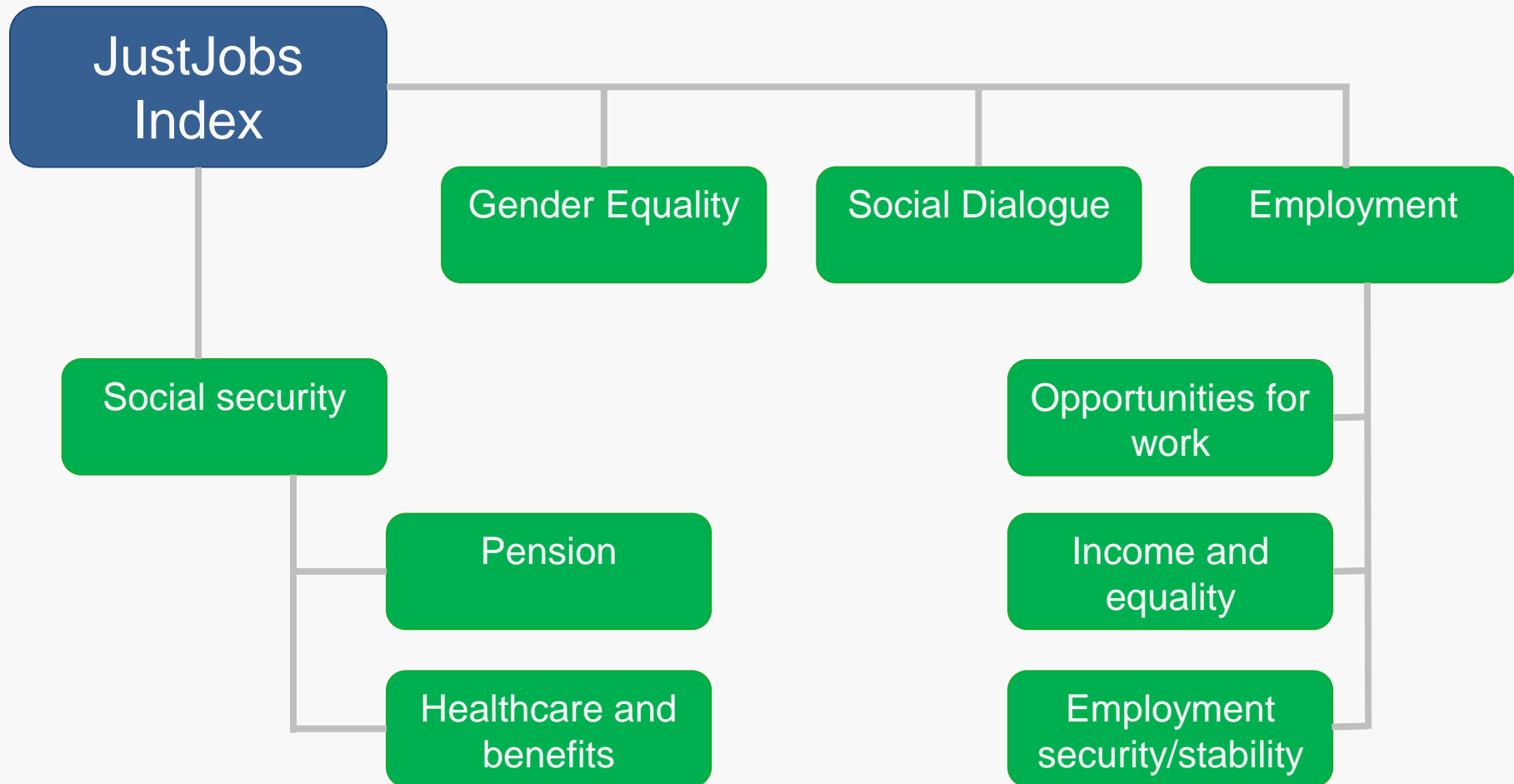
Fafo in Brief

- Norwegian social science research institute based in Oslo
- Office in China (Beijing)
- Rich tradition in empirical research
- Conducts policy-related research at international level
- JustJobs Index a flagship product of Fafo and the JustJobs Network and released a global JJI in 2013
- A European JustJobs Index was released in March 2014

JustJobs Index

- Serves as a comprehensive measure to broaden the discourse on JustJobs
- Helps assess features of JustJobs
- Provides global comparative perspectives on JustJobs
- Helps explore linkages among various dimensions of jobs

JustJobs Index-Dimensions



Construction of JustJobs Index-Steps

1. Selection of Indicators and Data Collection covering: Period 2000-2012
2. Imputation of missing data
3. Normalization of data
4. Aggregation and construction of composite index
5. Sensitivity analysis and selection of final indices

Data sources

- International Labour Organization KILM database
- World Bank database of indicators
- IMF
- The OECD
- Eurostat

Global JustJobs Index: Dimensions and Indicators

Employment

1. Labor force participation rate
2. Unemployment rate
3. Youth unemployment rate
4. GDP per capita
5. Gini coefficient

Social security

6. Active contributors to pension scheme in working age population
7. Total public expenditure on social protection and health
8. Total health care expenditure not financed by out-of pocket payments

Gender equality

9. Ratio of female-to-male employment rates
10. Ratio of female-to-male labor force participation rate

Global JustJobs Index 2014: Rankings

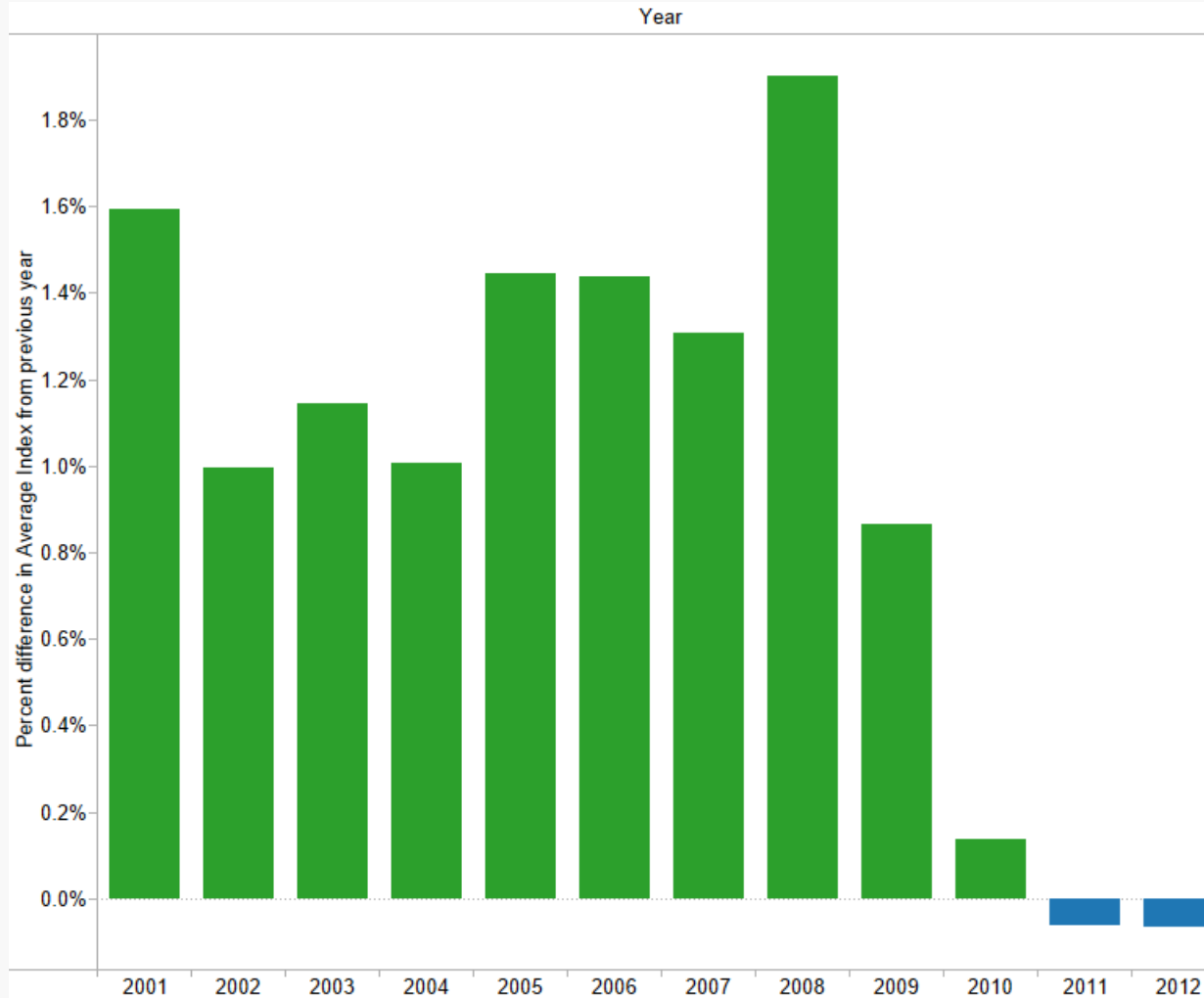
Top five countries

| Rank | Year | | | | | | | | | | | | |
|------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| 1 | Iceland 77 | Sweden 78 | Sweden 78 | Sweden 78 | Sweden 78 | Denmark 79 | Denmark 80 | Denmark 80 | Denmark 82 | Denmark 82 | Denmark 82 | Norway 83 | Norway 84 |
| 2 | Sweden 77 | Iceland 78 | Iceland 77 | Iceland 78 | Denmark 78 | Iceland 78 | Sweden 79 | Norway 80 | Norway 82 | Norway 82 | Norway 82 | Denmark 82 | Denmark 83 |
| 3 | Denmark 76 | Denmark 76 | Denmark 77 | Denmark 77 | Iceland 77 | Sweden 78 | Norway 78 | Sweden 80 | Sweden 81 | Sweden 81 | Sweden 80 | Sweden 81 | Sweden 81 |
| 4 | Norway 74 | Norway 75 | Norway 75 | Norway 76 | Norway 77 | Norway 77 | Iceland 77 | Iceland 78 | Netherlands 79 | Netherlands 80 | Netherlands 80 | Netherlands 81 | Netherlands 81 |
| 5 | UK 73 | UK 74 | UK 74 | UK 74 | UK 75 | UK 75 | Netherlands 76 | Netherlands 77 | Iceland 78 | Finland 79 | Finland 78 | Finland 79 | Finland 81 |

Bottom five countries

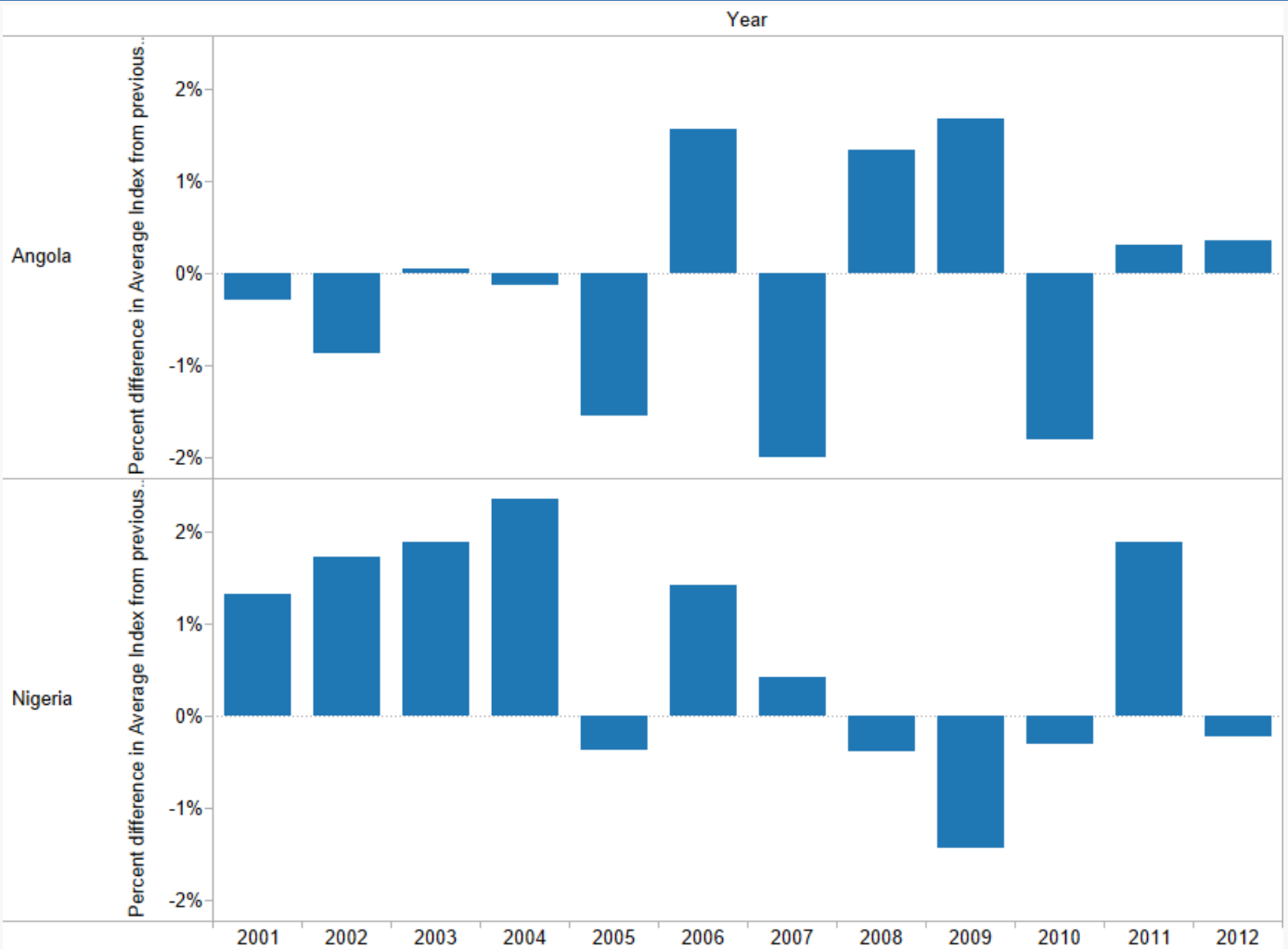
| Rank | Year | | | | | | | | | | | | |
|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| 144 | Mauritania 25 | Mauritania 25 | Yemen 25 | Algeria 26 | Syria 26 | Mauritania 27 | Pakistan 27 | Pakistan 27 | Pakistan 27 | Pakistan 28 | Mauritania 29 | Mauritania 28 | Mauritania 29 |
| 145 | Iran 25 | Syria 25 | Syria 25 | Mauritania 26 | Mauritania 25 | Syria 26 | Mauritania 26 | Mauritania 26 | Mauritania 26 | Mauritania 28 | Sudan 28 | Sudan 28 | Sudan 28 |
| 146 | Pakistan 23 | Pakistan 23 | Pakistan 23 | Yemen 25 | Pakistan 25 | Pakistan 26 | Syria 25 | Syria 25 | Syria 25 | Syria 25 | Syria 25 | Syria 25 | Syria 26 |
| 147 | Algeria 21 | Algeria 22 | Algeria 23 | Pakistan 24 | Yemen 25 | Yemen 24 | Yemen 24 | Yemen 24 | Yemen 24 | Yemen 24 | Afghanistan 23 | Yemen 23 | Yemen 23 |
| 148 | Afghanistan 19 | Afghanistan 19 | Afghanistan 19 | Afghanistan 19 | Afghanistan 19 | Afghanistan 19 | Afghanistan 20 | Afghanistan 20 | Afghanistan 22 | Afghanistan 22 | Yemen 22 | Afghanistan 22 | Afghanistan 22 |

Austerity affected countries



- France
- Germany
- Greece
- Ireland
- Italy
- Portugal
- Spain
- UK

Non-diversified economies



Enhanced JustJobs Index-Dimensions and Indicators

Employment

Opportunities for work

- 1 Labor force participation rate
- 2. Unemployment rate
- 3. Youth unemployment rate

Income and equality

- 4. GDP per capita
- 5. Gini coefficient
- 6. Average monthly wages

Employment security/stability

- 7. Share of own-account workers in total employment
- 8. Share of contributing family workers in total employment

Social security

Pension

- 9. Share of active contributors to pension scheme in the labor force

Health care and benefits

- 10. Total public expenditures on social protection and health (percent of GDP)
- 11. Health care expenditure not financed by out-of pocket payments (as percentage of total health care expenditure)
- 12. Percentage of the unemployed receiving unemployment benefits

Gender equality

- 13. Ratio of female-to-male employment rates
- 14. Ratio of female-to-male labor force participation rate
- 15. Share of women in wage employment in non-agricultural sector

Gender equality

- 16. Civil liberties Index
- 17. Bargaining (or union) coverage

Enhanced JustJobs Index 2014

Top five countries

| Rank | Year | | | | | | | | | | | | |
|------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------|-------------------|
| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| 1 | Sweden 85 | Sweden 86 | Sweden 87 | Sweden 87 | Sweden 87 | Denmark 88 | Denmark 88 | Denmark 88 | Denmark 88 | Denmark 89 | Denmark 89 | Denmark 89 | Denmark 89 |
| 2 | Denmark 85 | Denmark 86 | Denmark 86 | Denmark 86 | Denmark 87 | Sweden 87 | Sweden 87 | Sweden 87 | Austria 87 | Austria 88 | Austria 88 | Austria 88 | Austria 88 |
| 3 | Norway 81 | Norway 81 | Norway 82 | Austria 82 | Austria 83 | Austria 84 | Austria 85 | Austria 86 | Sweden 86 | Norway 87 | Norway 87 | Norway 87 | Norway 87 |
| 4 | Austria 79 | Austria 80 | Austria 81 | Norway 82 | Norway 83 | Finland 83 | Finland 83 | France 84 | France 85 | Sweden 86 | France 85 | Finland 86 | Finland 86 |
| 5 | Finland 79 | Finland 80 | Finland 81 | Finland 81 | Finland 82 | Norway 83 | Norway 83 | Norway 84 | Finland 85 | France 85 | Sweden 85 | Netherlands 86 | Netherlands 86 |

Bottom five countries

| Rank | Year | | | | | | | | | | | | |
|------|-----------------|-----------------|-----------------|-----------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
| 37 | Korea (S) 48 | Korea (S) 49 | Korea (S) 50 | Korea (S) 50 | South Africa 50 | South Africa 50 | South Africa 50 | South Africa 52 | South Africa 53 | South Africa 52 | South Africa 52 | South Africa 53 | South Africa 53 |
| 38 | China 41 | China 40 | Chile 40 | Chile 40 | Chile 41 | Chile 43 | Chile 44 | Chile 45 | Chile 46 | Chile 47 | Chile 50 | Chile 51 | Chile 52 |
| 39 | Chile 40 | Chile 40 | China 40 | China 39 | China 39 | China 40 | China 40 | China 41 | China 42 | China 44 | China 45 | China 47 | China 49 |
| 40 | Turkey 27 | Turkey 27 | Turkey 28 | Turkey 28 | Turkey 27 | Turkey 28 | Turkey 30 | Turkey 30 | Turkey 32 | Turkey 33 | Turkey 34 | Turkey 35 | Turkey 36 |
| 41 | India 24 | India 24 | India 25 | India 25 | India 26 | India 26 | India 26 | India 26 | India 26 | India 27 | India 27 | India 27 | India 28 |

Global JustJobs Index trend: Enhanced version



Gaps and Limitations

- JustJobs Index
- Quality of data
- Weighting
- Safety and rights dimension

Summary

- Countries with austerity measures have experienced declining just jobs performance
- Emerging economies perform poorly on JustJobs Index mainly due to income inequalities
- Non-diversified economies face large fluctuations in their performance on JustJobs Index
- Conflict-ridden countries consistently wind up at the bottom of the index

Recommendations

- JustJobs Index provides insights into performance of countries and brings particular focus on quality jobs creation
- Additional indicators and more ambitious targets on employment must be included in the Post-2015 Millennium Development Goals
- Data on the quantity and quality of employment is necessary for effective policymaking on just job creation
- Further research on political economy factors that drive countries' performance on the JJI indicators is needed

Interactive website
www.justjobsindex.org