



Joint EC/OECD Seminar  
**“Job Quality, Labour Market Performance and Well-Being”**

**27-28 November 2014**

[Hotel Silken Berlaymont](#)

*Boulevard Charlemagne 11, 1000, Brussels*

The jobs people hold are one of the most powerful determinants of well-being, as most people spend a substantial part of their time at work and work for a significant part of their life. Job quality not only affects individual well-being and that of the households in which they live, but also labour force participation, productivity and aggregate economic performance.

But what are the features of the job quality that affect well-being? The new OECD framework for measuring and assessing job quality considers three dimensions of job quality that are both important for worker well-being and relevant for policy, and together allow for a comprehensive assessment of job quality. These are: earnings quality which refers to the extent to which employment contributes to the material living standards of workers and their families; labour market security which captures those aspects of economic security that are related to the risk of job loss and its consequences for workers and their families; and quality of the working environment which captures non-economic aspects of job quality and includes factors that relate to the nature and content of work performed, working-time arrangements and workplace relationships.

The European Commission and the Organisation for Economic Co-operation and Development (OECD) are organising a joint seminar on “Job Quality, Labour Market Performance and Well-being” as part of their ongoing collaboration on job quality. The main objective of this seminar is to present the OECD’s current state of work on job quality and discuss with leading experts key dimensions of job quality from a conceptual as well as an operational point of view. The seminar will bring together academic experts from various fields and key international organisations, who will offer most recent insights of their research in this area, exchange their findings and responses to the identified challenges, and lay out directions for future research and developments in this field.

# Programme

27 November 2014

09:00 – 09:30 *Welcome coffee and registration*

**09:30 – 09:45 Opening remarks**

Georg Fischer (EC), Martine Durand and Stefano Scarpetta (OECD)

**09:45 – 11:15 Session I. Job Quality, labour market performance and well-being**

Chair: Georg Fischer (EC)

*This session discusses the OECD Job Quality Framework that is being developed to measure and assess job quality in OECD countries.*

09:45 – 10:30 [How good is your job? Measuring and assessing job quality](#)

Speakers: Sandrine Cazes (OECD) and Alexander Hijzen (OECD)

10:30 – 11:15 Discussion and Q&A

Discussants: [Francis Green](#) (Institute of Education), Ilze Zvidrina (EC, EMCO), and Sangheon Lee (ILO)

11:15 – 11:30 *Coffee*

**11:30 – 13:00 Session II. Promoting good quality careers**

Chair: Donald Storrie (Eurofound)

*This session will explore how earnings evolve over the course of workers' careers and identify key factors that explain why certain workers do well why others do not. It will consider factors such as contract stability; job mobility and human capital.*

11:30 – 12:00 [The role of temporary contracts and unemployment benefits for worker careers](#)

Speaker: J. Ignacio Garcia-Pérez (Pablo Olavide University)

12:00 – 12:30 The role of human capital and job mobility for career success

Speaker: Anders Frederiksen (Aarhus University)

12:30 – 13:00 Discussion and Q&A

Discussant: Wiemer Salverda (University of Amsterdam)

13:00 – 14:30 *Lunch*

**14:30 – 16:00 Session III. Security and well-being in the labour market**

Chair: Martine Durand (OECD)

*This session will address the question of labour market segmentation and assess to which extent different types of contracts (fixed-term and open-ended ones) produce disparities in terms of job security; it will extend the analysis to the broader notion of labour market security to discuss the impact of different welfare regimes.*

14:30 – 15:00 [Atypical employment and welfare regimes](#)

Speaker: Paolo Barbieri (University of Trento)

15:00 – 15:30 [Job security, employment protection and the labour market divide](#)

Speaker: Sandrine Cazes (OECD)

15:30 – 16:00 Discussion and Q&A

Discussant: Lars Osberg (Dalhousie University)

16:00 – 16:30 *Coffee*

**16:30 – 18:00 Session IV. Policy Discussion**

Moderator: Lawrence Speer, Public Affairs and Communications Directorate (OECD)

*This session will address the question of job quality from the policy point of view. In particular it will discuss how to bring job quality to the forefront of the policy debate on economic performance. It will address the relationship between the quality and the quantity of job opportunities, as well as the interactions between the different dimensions of job quality that are essential for workers well-being.*

Panellists: Sangheon Lee (ILO), Stefano Scarpetta (OECD), Robert Strauss (EC), Maria Jepsen (ETUI), and [Hans-Peter Klös](#) (Cologne Institute for Economic Research)

19:30 – 21:30 *Dinner*

## 28 November 2014

### 09:30 – 11:00 **Session V. Well-being at work: firms and workers perspectives**

Chair: Robert Strauss (EC)

*This session explores the links between the quality of the working environment, workers' well-being and firm productivity with a special focus on the combination of job attributes that are associated with workers' physical and psychological well-being. The levels of absenteeism and firm productivity are affected heavily by workers' physical health as well as by their motivation and engagement. In that regard, management practices that generate good working environment ensures a 'win-win' situation.*

09:30 – 10:00 [Quality of Work Environment, job strain and well-being](#)

Speaker: Agnes Parent-Thirion (Eurofound)

10:00 – 10:30 Work motivation and productivity

Speaker: Wilmar Schaufeli (Utrecht University & the University of Leuven)

10:30 – 11:00 Discussion and Q&A

Discussant: [Duncan Gallie](#) (University of Oxford)

11:00 – 11:30 *Coffee*

### 11:30 – 13:00 **Session VI. Moving the frontier**

Chair: Mark Keese (OECD)

11:30 – 12:00 [Job quality and work organization \(Employment in Europe\)](#)

Speaker: Eric Meyermans (EC)

12:00 – 12:30 [The statistical framework of the Expert Group "Measuring Quality of Employment"](#)

Speaker: Thomas Körner (DESTATIS)

12:30 – 13:00 [Extending the OECD framework](#)

Speaker: Alexander Hijzen (OECD)

### 13:00 – 13:15 **Wrap up and next steps**

Robert Strauss (EC) and Mark Keese (OECD)

13:15 – 14:45 *Lunch*