

Improving Job Quality Metrics to Inform US Good Jobs Policies

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Outline

- **US Good Jobs policy and data context**
 - Increasing focus on measuring good jobs and underserved groups
 - Limited data infrastructure
- **Improving measurement of employer-provided benefits**
- **Improving measurement of Diversity, Equity, Inclusion, and Accessibility (DEIA)**

Policy and research context

Recent federal policies elevate good jobs and monitoring job quality among underserved/protected groups

- **The Department of Commerce and Labor's Good Job Principles, 2022**
- **Executive Orders:**
 1. Advancing Racial Equity and Support for Underserved Communities through the Federal Government
 2. Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce

Good Job Principles 2022: Department of Commerce and Department of Labor



- **Benefits:** provide all workers with **family-sustaining benefits** including health insurance, retirement, worker’s compensation, paid leave and caregiving support. **Encourage use** of benefits.
- **DEIA:** respect, empower and treat workers fairly. Ensure equal opportunity and **eliminate systemic barriers** in the workplace for workers from underserved communities.

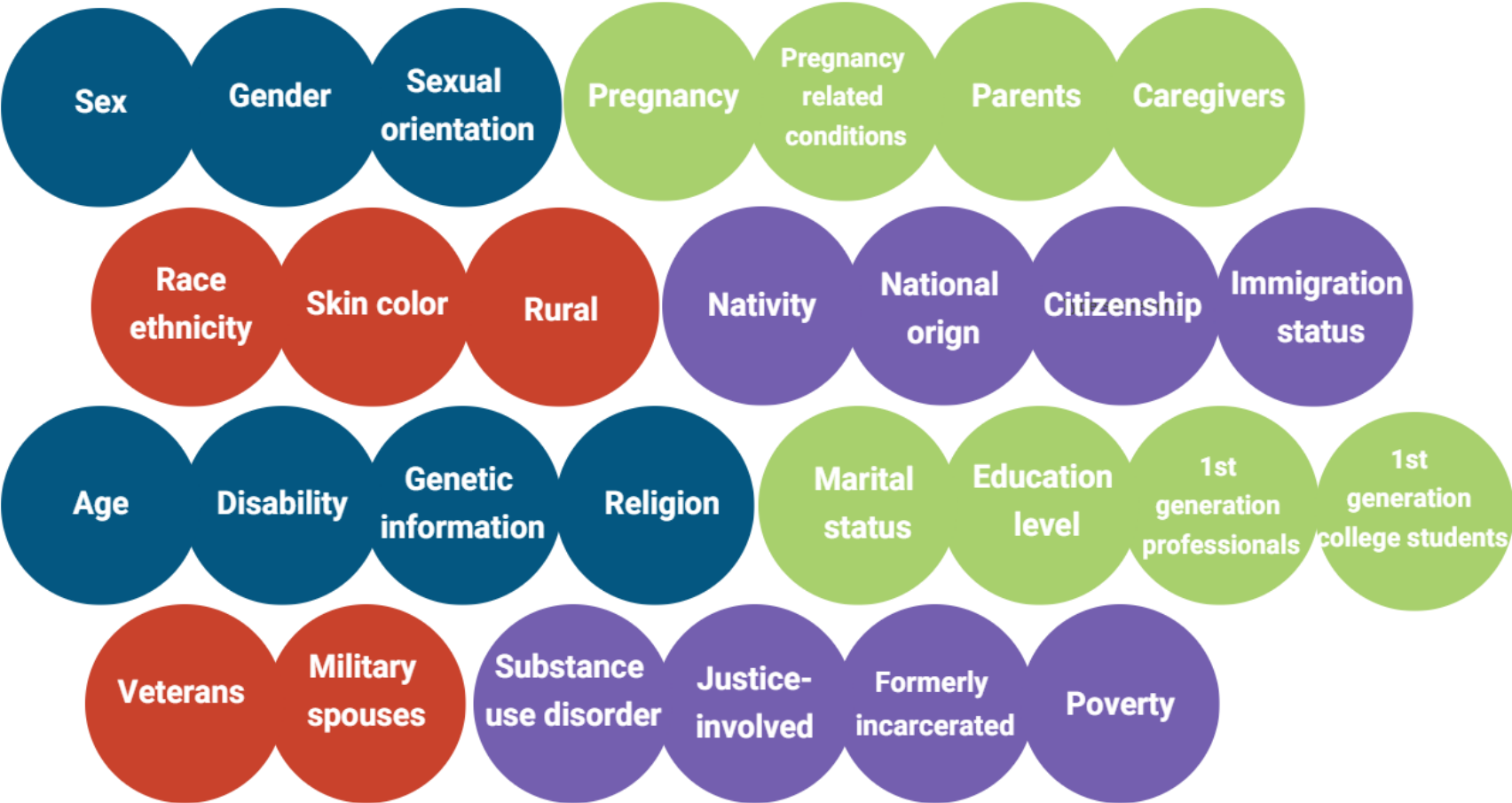
Limited data infrastructure: Federal surveys capture 2 aspects of good jobs (pay and benefits), and scattered information for 6 other principles

	ACS	CPS ASEC	SIPP	Pulse	NLSY97	ATUS	CWS	WSS	AWCS	GSS	GSS QWL
Wage and earnings	●	●	●	●	●	●	●		●	●	●
Benefits	●	●	●	●	●	●	●		●	●	●
Job security and working conditions	●	●	●		●	●	●	●	●		●
Empowerment and representation		●	●		●	●	●		●		●
Organizational Culture									●		●
Skills and career advancement					●				●		●
Diversity, Equity, Inclusion and Accessibility					●				●	●	●
Recruitment and hiring					●	●					●

Underserved or protected groups identified in federal laws, executive orders or federal agencies

The Good Jobs Principles, Executive Orders, and EEOC identify these groups

We add citizenship and immigration status to this list

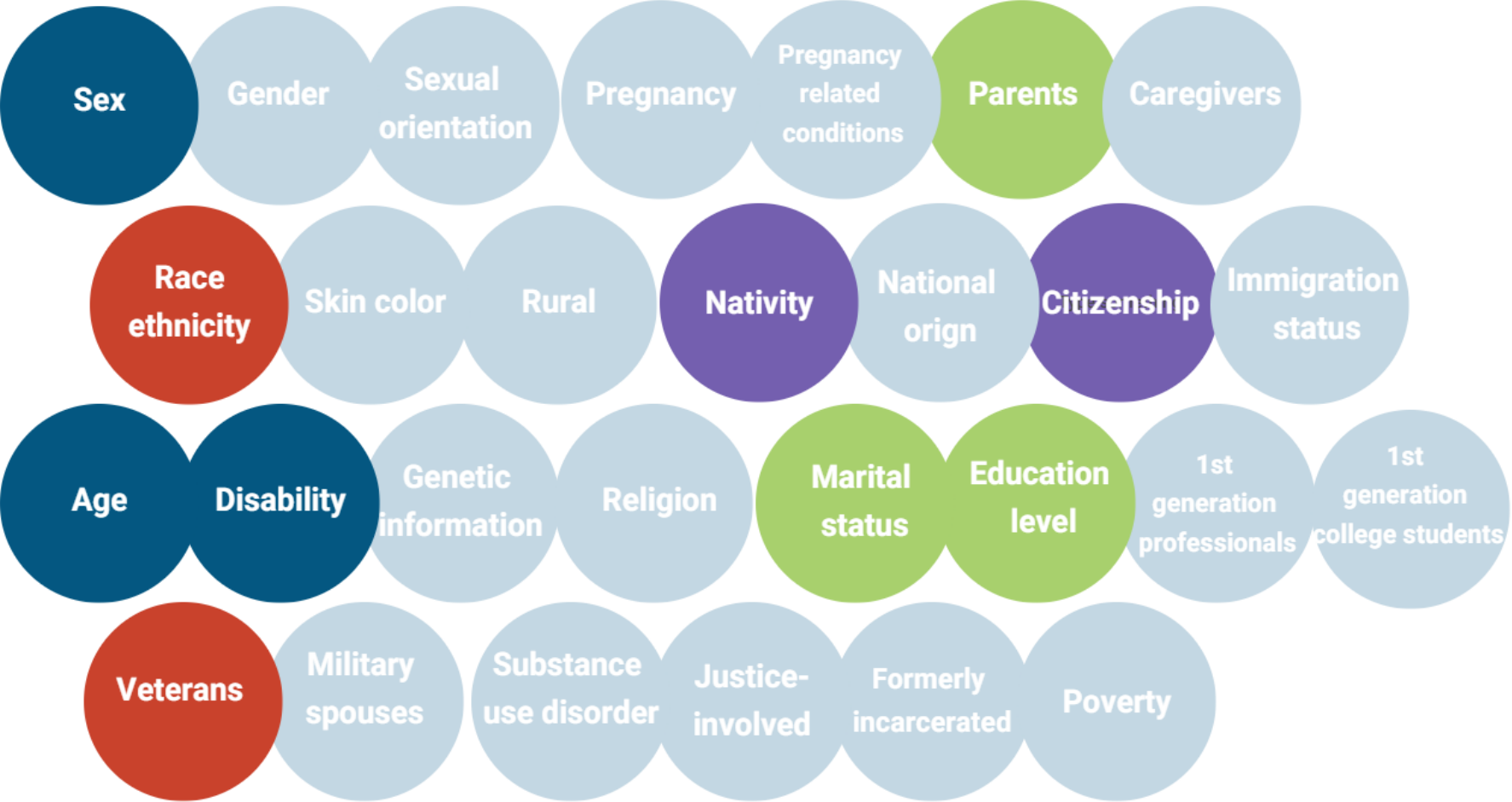


Less than half of identified groups are measured in federally-sponsored surveys

Demographics such as race/ethnicity, age, education are included in all surveys

Other protected groups based on disability, veterans status are included in some surveys

Many groups are not captured in any survey



Family-sustaining employer-provided benefits

Employer-sponsored benefits are key supports of worker well being, especially in the absence of a robust social insurance/benefit system

- **Advancement opportunities for economic mobility:** tuition reimbursement, career ladders
- **Health, rest and recovery:** health/dental insurance, paid sick time, paid medical leave
- **Caregiving:** child care (matches job schedules), paid family leave, flexible scheduling
- **Protection against injury, disability or death:** workers compensation, disability/life insurance
- **Recreation and celebration:** paid vacation and holidays
- **Retirement security:** retirement savings plans, defined-benefit pension plans, stock options

Limited data about a comprehensive set of employer benefits

- Surveys ask about health insurance and retirement and scattered measurement of other benefits
- Comprehensive benefit information is available in employer surveys, but do not know about access for underserved groups

Benefits	ACS	CPS ASEC	SIPP	Pulse	NLSY97	ATUS	CWS	WSS	AWCS	GSS	GSS QWL
Health and wellbeing											
Health insurance	●	●	●	●	●		●		●	●	
Dental insurance					●				●	●	
Vision insurance											
Flexible spending account									●		
Retirement security											
Retirement plans		●	●		●		●		●	●	
Employee stock ownership					●						●
Economic security against injury, disability or death											
Workers' compensation		●	●		●						
Disability insurance									●		
Life insurance					●				●	●	
Rest, recovery, and caregiving											
Paid sick time		●			●				●	●	
Paid family and medical leave		●			●	●					
Other caregiving support						●					
Recreation and celebration											
Paid vacation		●			●	●			●		
Paid holidays									●		
Work support and advancement opportunities											
Child care benefit			●		●						
Tuition reimbursement					●						
Workers are empowered and encouraged to use benefits											

Measuring not only access to benefits, but use and quality – can workers actually use them?

Bureau of Labor Statistics definitions: (e.g. NCS survey)

Access - whether benefit is available for workers' use

Use - whether workers participate in a benefit

Quality - includes the cost, terms, generosity, inclusive of all employees, and implementation of benefits

- Surveys generally **ask about access to any benefit and use of benefits** compared to the quality of benefits
- **No survey asks whether workers feel empowered and encouraged to use benefits**

More measures of access, less about use and quality for health insurance and retirement plans

Benefits	ACS	CPS ASEC	SIPP	Pulse	NLSY97	ATUS	CWS	WSS	AWCS	GSS	GSS QWL
Health and wellbeing											
Health insurance	Use	Access, use, quality	Access, use, quality	Use	Access, use, quality		Access, use, quality		Access	Access, use, quality	
Dental insurance					Access				Access	Access, use, quality	
Vision insurance											
Flexible spending account									Access		
Retirement security											
Retirement plans		Access	Access, use, quality		Access		Access, quality		Access	Access	
Employee stock ownership					Access						Access

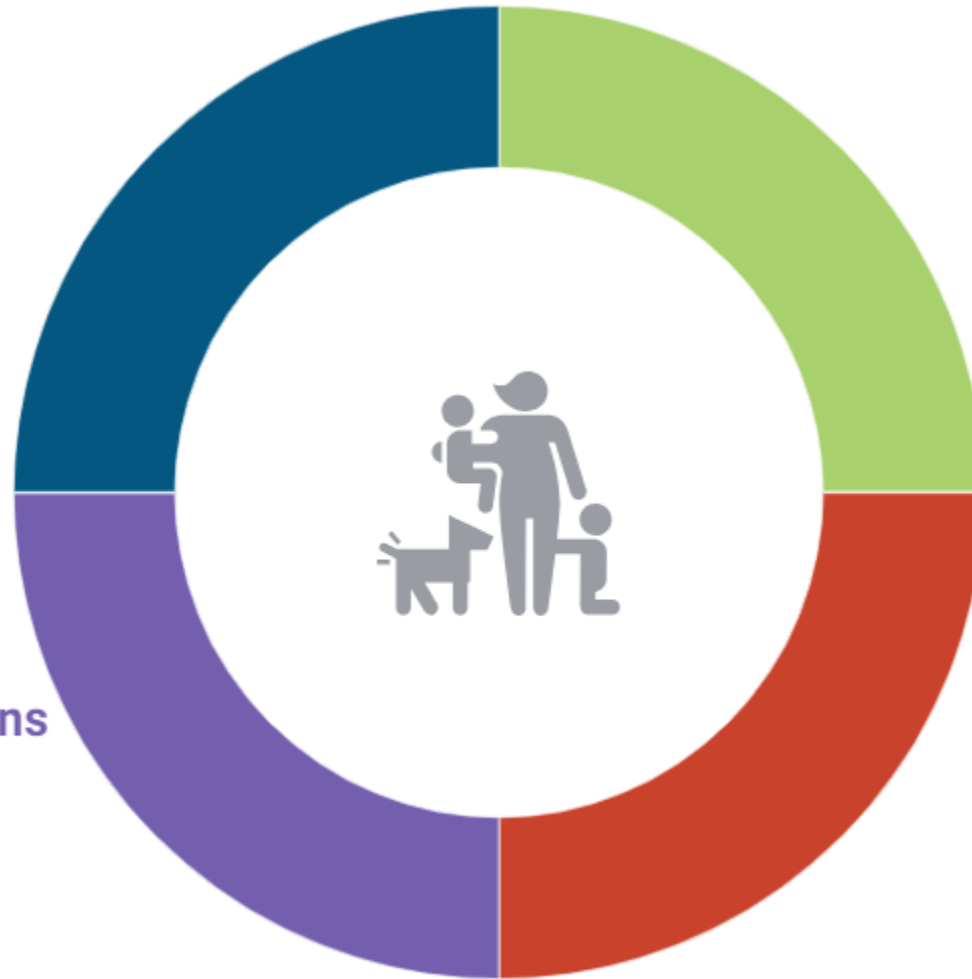
Measure 'family-sustaining' job quality/benefits

Family earnings

Sum of annual earnings for related adults that share resources.

Family working conditions

Working time, physical conditions and mental demands in the workplace for all working family members



Family employer-sponsored benefits

Whether at least one family member has access to employer-sponsored benefits.

Family work schedules

The timing and predictability of work for all working family members

Limited household surveys and generally one respondent answers on behalf of household members

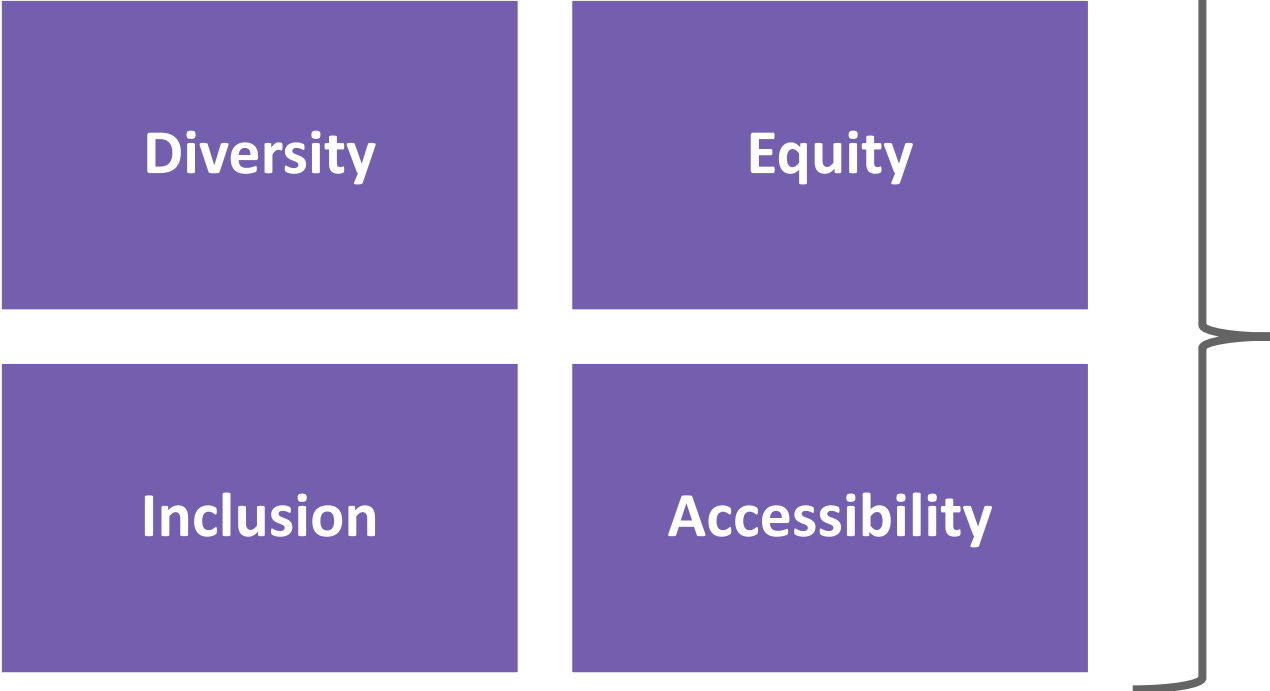
Components of family-level analysis	ACS	CPS ASEC	SIPP	Pulse	NLSY97	ATUS	CWS	WSS	AWCS	GSS	GSS QWL
Family earnings	Household earnings for all jobs	Household earnings for up to 2 jobs	Household earnings for up to 6 jobs		Earnings of respondents and spouses/partners						
Family employer-sponsored benefits	Health insurance	Retirement plans, health insurance, workers' compensation, paid vacation time, paid sick time, paid leave	Retirement plans, health insurance, workers' compensation, child care benefit								
Family work schedules			Adequate work hours, predictable schedules, standard work hours.					Adequate work hours, predictable schedules			
Family working conditions											
Respondent	One respondent who answers on behalf of all household members	One respondent who answers on behalf of all household members	All household members ages 15+		One respondent who answers on behalf of all household members			One respondent who answers on behalf of all household members			

Measures of diversity, equity, inclusion and accessibility

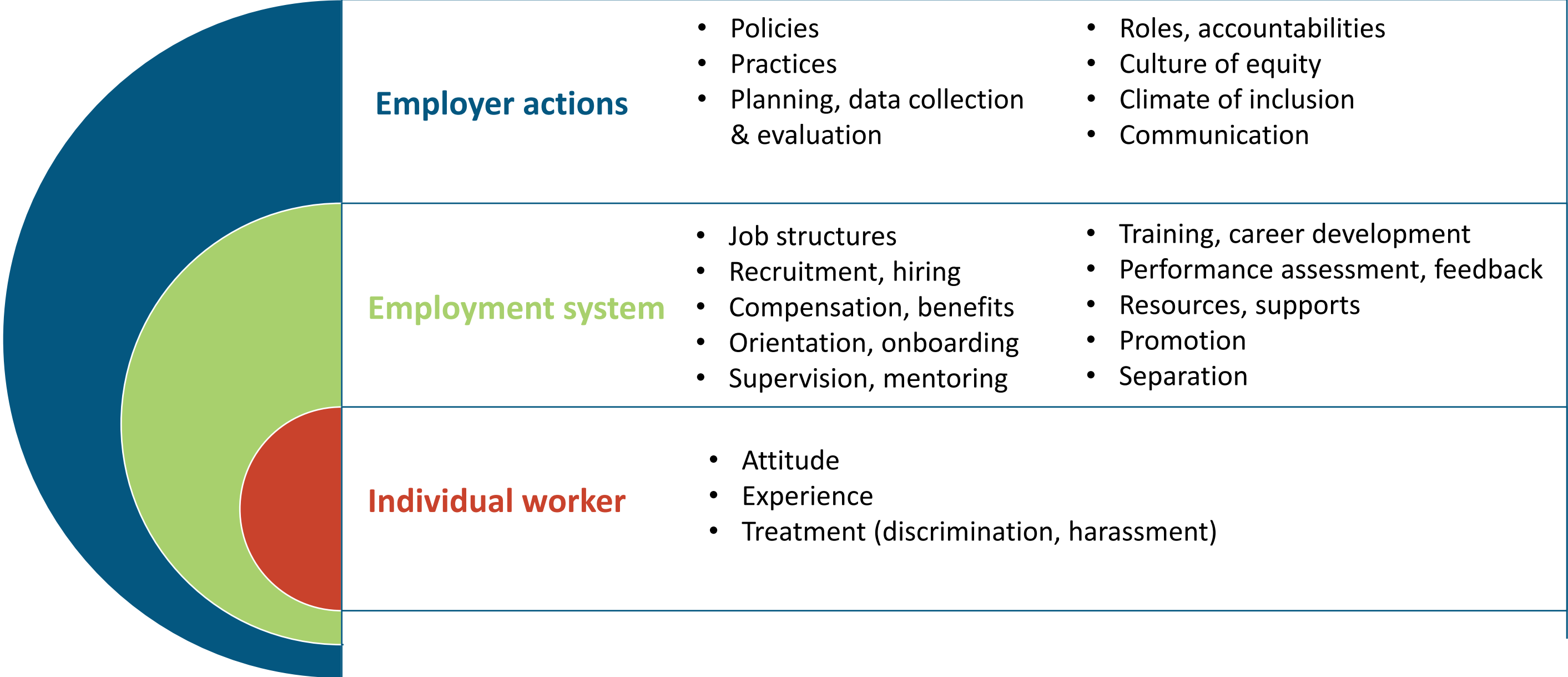
The Executive Order on Diversity, Equity, Inclusion and Accessibility in the Federal Workforce outlines DEIA as:

- **Diversity**- including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.
- **Equity** - the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities
- **Inclusion** -the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
- **Accessibility** - the design, construction, development and maintenance of facilities, information and communication technology, programs and services so that all people, including people with disabilities, can fully and independently use them.

Conceptual framework for measuring DEIA



Measuring DEIA



Large surveys do not measure DEIA; limited measurement of employer actions

	NLSY97	AWCS	GSS	GSS QWL
Diversity				
Employer actions				
Employment system	Supervisors' sex, race/ethnicity, age	Supervisors' sex	Racial diversity of workplace (% Black or White)	Racial diversity of workplace (% Black or White)
Individual worker	Demographics	Demographics	Demographics	Demographics
Equity				
Employer actions		Employers' response to complaint about harassment		
Employment system				
Individual worker		Treated less favorably; subject to abuse, sexual harassment; made complaint about harassment; source of harassment; why no complaint		Discriminated against due to age, race/ethnicity, or gender; experience sexual harassment; other harassment

Some measurement of respect/appreciation, and individual accommodations

	NLSY97	AWCS	GSS	GSS QWL
Inclusion				
Employer actions				
Employment system		Supervisor treats them with respect, gives praise/recognition; Workplace appreciates employees		Workers treated with respect
Individual worker				Respondent treated with respect
Accessibility				
Employer actions				
Employment system				
Individual worker	Approved for accommodations	Anticipate needing accommodations Change in workplace or activities to accommodate illness or health problems		

Recommendations to improve measurement

- **Employer Benefits: they are measured, but often not measured well**
 - Add benefits beyond health insurance and retirement that support well-being
 - Ask consistent access and utilization measures, focus more on quality and barriers to use
- **DEIA: there are few measures**
 - Add employer (e.g. policies) and employment structures (e.g. culture, supervisor)
 - Consistently worded treatment/discrimination questions across surveys

Recommendations to improve measurement

- **Measure job quality at the household level when it makes sense to do so**
- Test the recall of respondents that answer questions on behalf of households
- Interview additional household respondents
- **Underserved/Protected groups**
 - Add breadth of groups and depth to surveys (e.g. sex/gender identity, same sex couples)
 - Large enough sample sizes (e.g. intersectionality)

Thank You

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