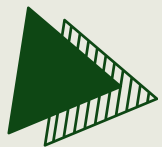


QUESTION #3: EARNINGS TO JOB QUALITY



QUESTION

- **Challenge 3: Do earnings explain variation in job quality?** Use cross-country and sectoral data to determine how strongly earnings predict overall job quality—such as benefits, security, and working conditions—and how this relationship changes across time, development levels, and governance environments. Identify where higher pay reliably signals better jobs, where it doesn't, and why.

WHAT IS JOB QUALITY?

- Decent work falls under SDG 8
- ILO – “Promoting jobs and enterprise, guaranteeing rights at work, extending social protection and promoting social dialogue are the four pillars of the ILO Decent Work Agenda”
- EU - Defines job quality in 7 different dimensions including safety at work, income and benefits, work and life balance, job security and social protection, social dialogue, skills development and training, and organizational culture

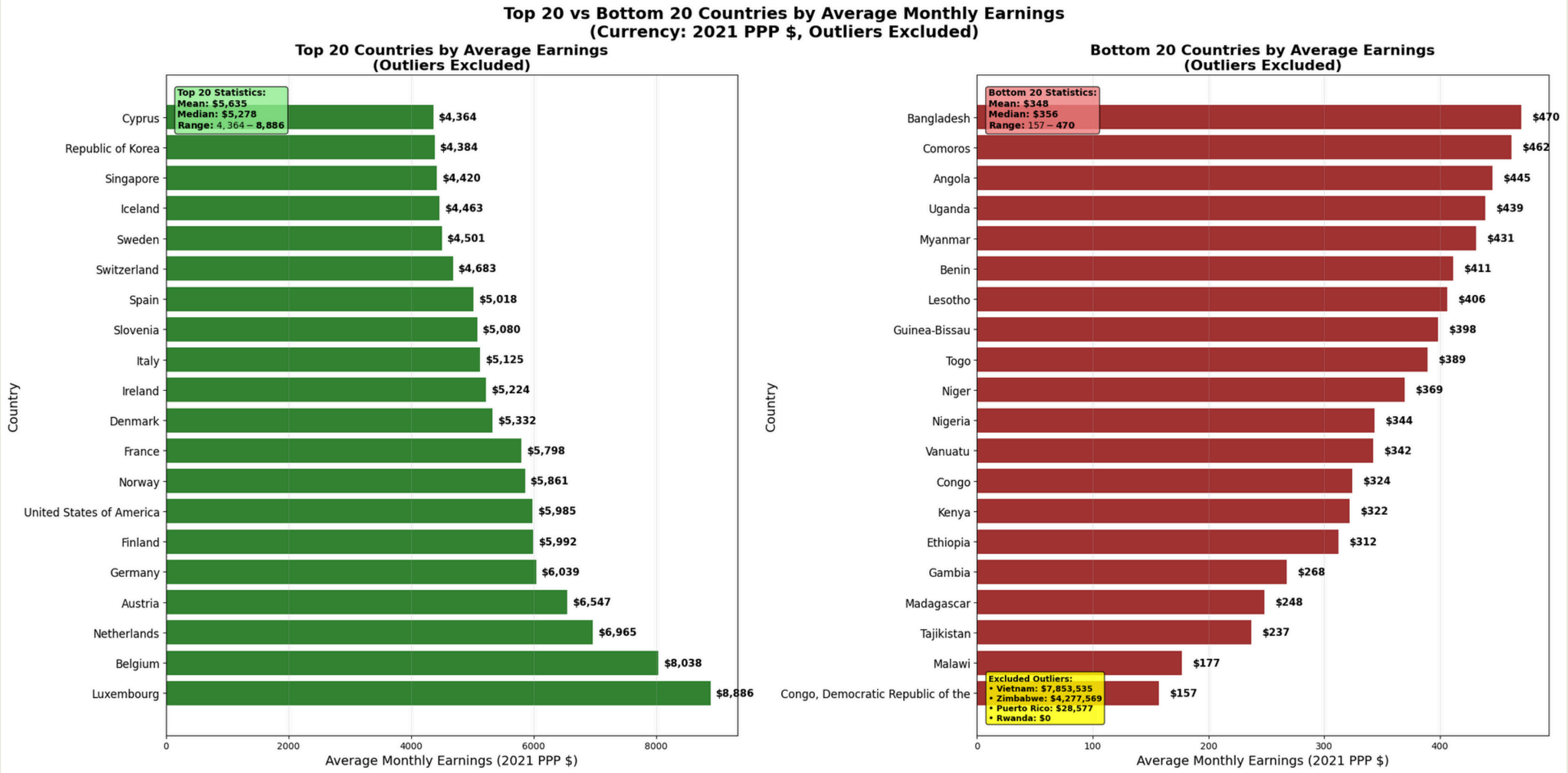
Example Dependent Variable	Data Point Proxy	Data source
Population covered by at least one social benefit	Population covered by at least one social benefit	ILOSTAT
Worker Safety	Injury rate per 100,000 workers	ILOSTAT

METHODOLOGY

The group looked for indicators for correlational variables to compare against the outcome indicators that constitute job quality.

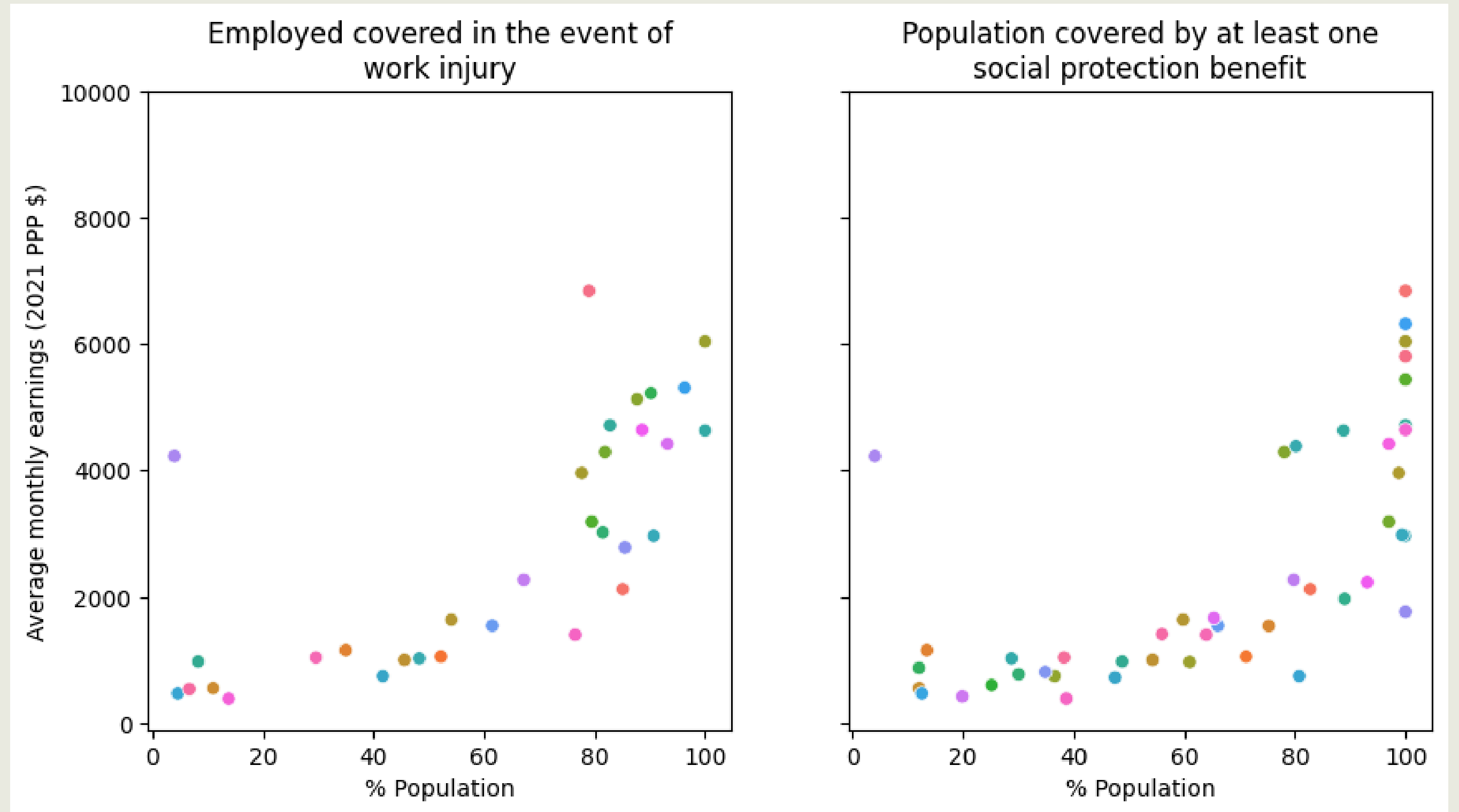
Independent Variable	Data Point Proxy	Data Point Source
average earning	D	
Firm Size		

WAGE DATA OVERVIEW



COMPARING COUNTRIES

Average monthly earnings (2022) across countries are higher in countries in which a higher fraction of the working population is covered for work injuries or has at least one social protection benefit.

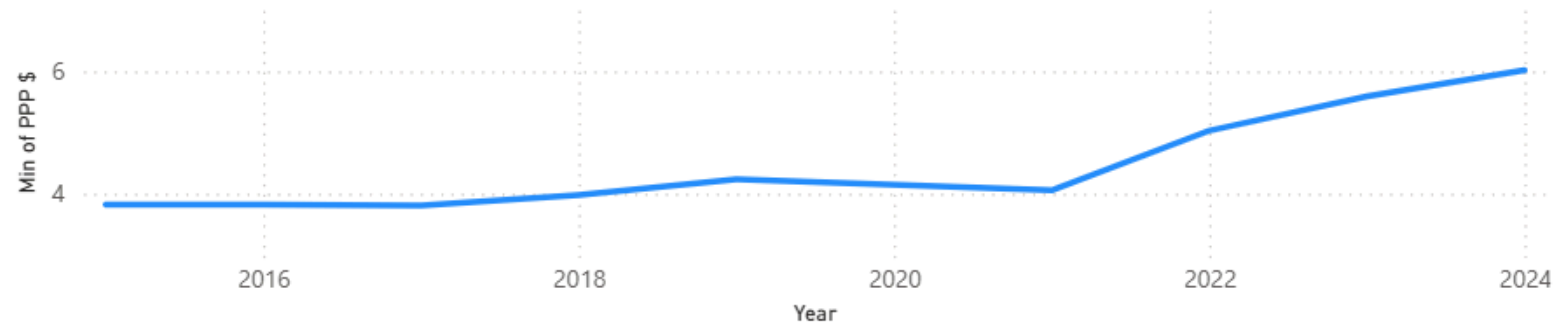


COMPARING TIME

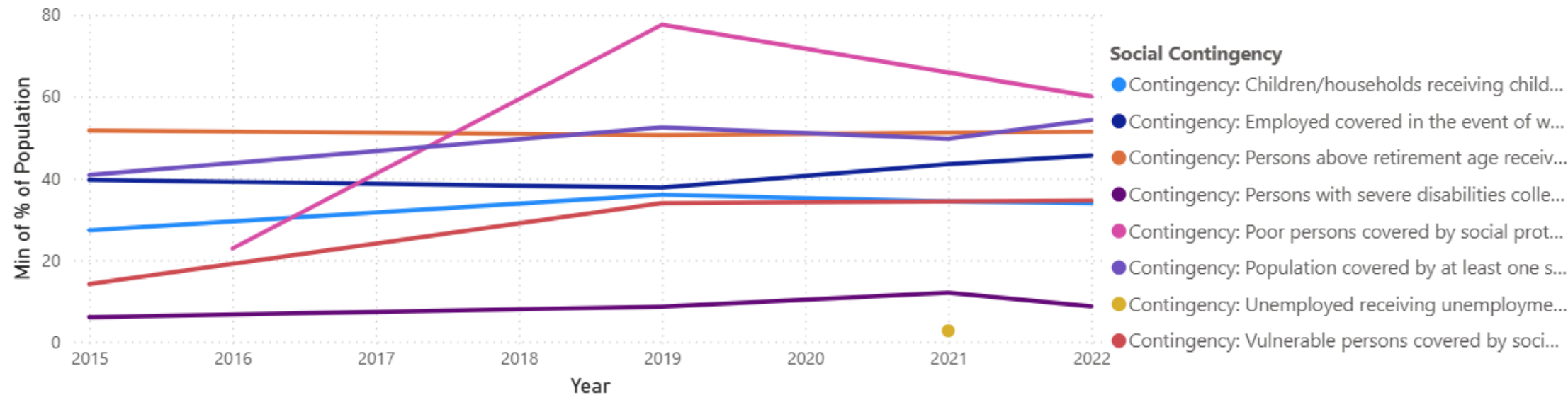
Country Level Earnings & Social Protections

In this dashboard, you can select a country to see its historical earnings (normalized to 2021 PPP \$) and the % of its population covered by social contingency measures. This provides a quick, high-level way of seeing whether improvements in earnings correspond to improvements in social protections. The dashboard can be filtered by men, women, or total population.

Earnings

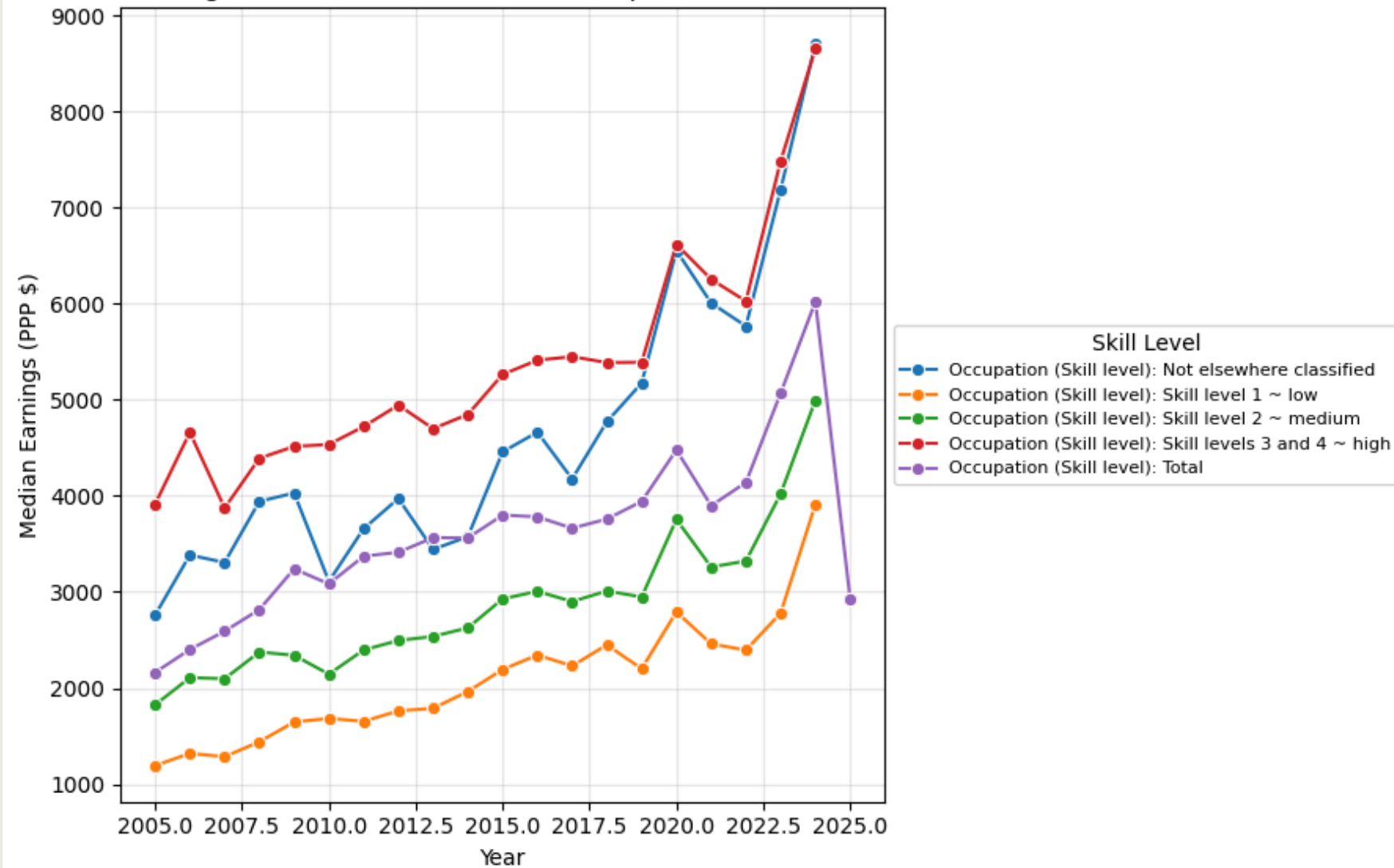


Social Indicators Over Time

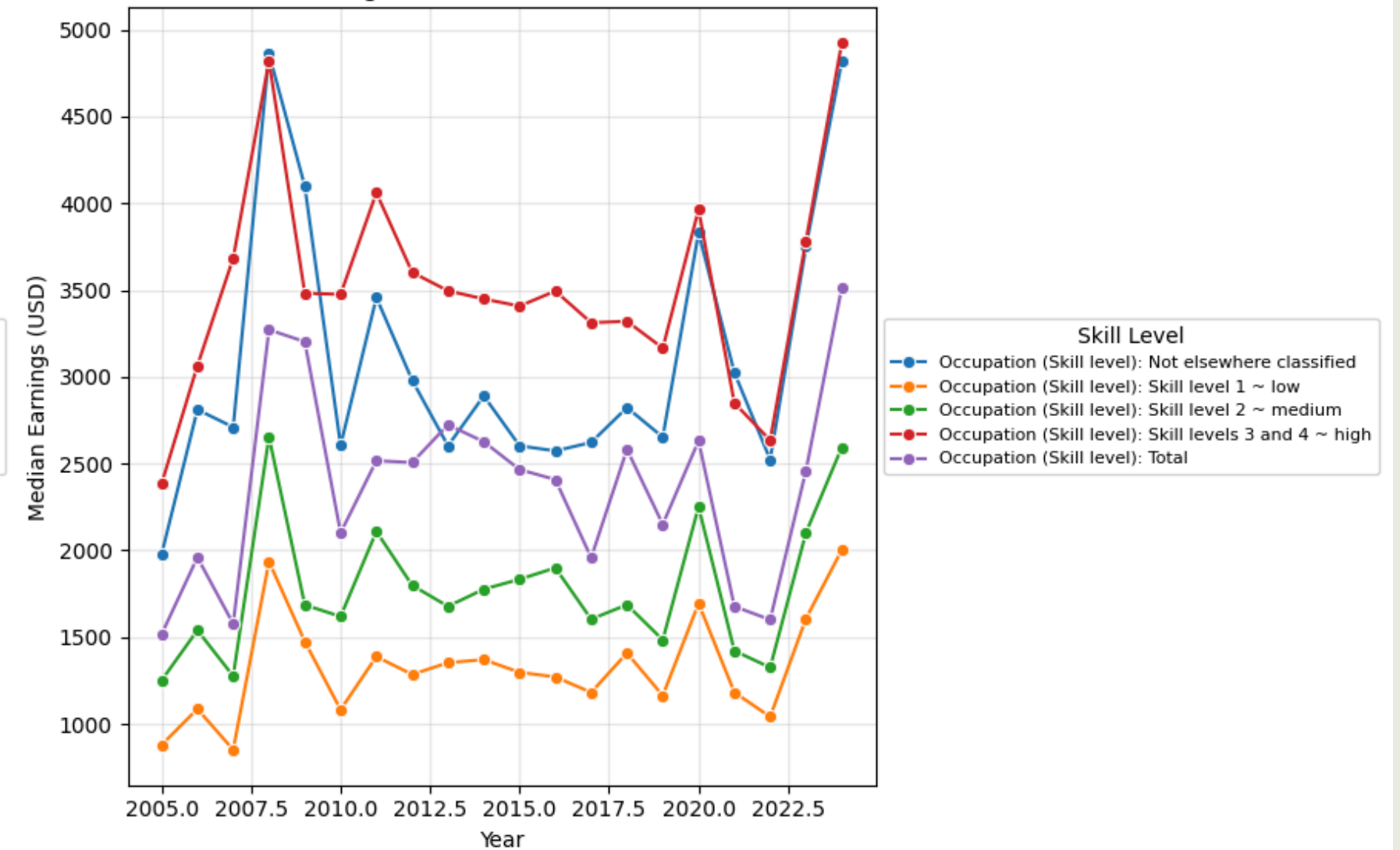


COMPARING SKILL LEVELS

Median Earnings Over Time (PPP - Zimbabwe spike visible, 2005 onwards)



Median Earnings Over Time (USD - 2005 onwards)



CONCLUSIONS/NEXT STEPS

- Combine data
- Social benefits from work vs labor
-

Thank you.



Henrietta Mitchell, Founder & CEO
Adeline Palmerston, Founder & CTO
13 September, 2030

Approach with Data collection

- When defining job quality, we had to come to an agreement on which indicators to use as proxy indicators of job quality, since the original
- Global Labor Database with had too many steps to pull in a short time-frame; other lay users without a background may have difficulty accessing database for information pull
- ILOSTAT provided the simplest data source to pull together data quickly for modeling and initial analysis
- The project included aggregate national data, but many of the research questions quickly delved into sectoral data questions and there were

Data Sources Referenced

- ILO STAT
 - <https://ilostat.ilo.org/data/>
- World Bank Global Labor Database
 -
- World Bank Job Quality Index
 - <https://www.worldbank.org/en/topic/poverty/lac-equity-lab1/labor-markets/job-quality-index>
- Governance Indicators:
 - <https://www.worldbank.org/en/publication/worldwide-governance-indicators>
-

OUR NUMBERS

1 year
in operation

8
employees

3 million
raised

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subscribers

54k
MAU

10.8k
DAU

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