

CIFRE thesis project

Project partners

- **EQ Monitoring** is a subsidiary of Red Mangrove Development Advisors (RMDA). **It was** set up to launch and support the project and is represented by Claire NEUSCHWANDER, Head of the Economic Insertion and Entrepreneurship Unit of RMDA.
- **Les Afriques dans le monde Laboratory** (LAM UMR CNRS 5115), represented by Jean-Philippe Berrou, Senior Lecturer in Economics, Director of Research at Sciences Po Bordeaux and Associate Researcher at BSE.
- **The Societies, Politics and Public Health Doctoral School** (ED SP2), attached to the College of Doctoral Schools of the University of Bordeaux.

Presentation of the partners

RMDA is a **human-scale consultancy** working to create and strengthen the conditions for sustainable economic and social development in emerging countries. RMDA support actors in the North and South, with the objective of :

- ✓ Supporting and strengthening the **continuum of training and professional integration**
- ✓ Supporting **entrepreneurial support ecosystems**
- ✓ Encouraging the emergence of **innovative financing solutions**
- ✓ Strengthening the links between **migration and development**, in particular by promoting the contribution of diasporas in their countries of origin / host countries,
- ✓ **Monitoring, evaluating, and measuring the impact of projects** to improve practices, performances and results.

RMDA's clients include Agence Française de Développement, Expertise France, IFAD, Oxfam, ADEPT, FSDA, Reporters Sans Frontières, IECD, CFI, etc.

Please consult the website for more information: www.rmda-group.com/

RMDA has set up a subsidiary, EQ Monitoring, to carry out research on job quality and develop related monitoring and evaluation tools.

The Laboratory *Les Afriques dans le monde* is a **joint research unit of the CNRS** (UMR 5115, section 40 of the National Committee) **and of Sciences Po Bordeaux**. Its aim is to establish a multidisciplinary and comparative center for the analysis of politics in Africa and of the transoceanic spaces shaped by the societies that emerged from the slave trade. Its scientific project focuses on 5 areas:

- ✓ Area 1 - The **state, regulation, and contestation in Africa**
- ✓ Area 2 - **Spaces, (im)mobilities, diasporas**
- ✓ Area 3 - **Imagination, the arts and subjectivity**
- ✓ Area 4 - **Markets and entrepreneurship in Africa**
- ✓ Area 5 - **Health risks, agrarian crises, and environmental challenges**

ED SP2 is a **transdisciplinary doctoral school** created in 2011. It covers three major fields: **Biology, Medicine, and Health; Human Sciences and Humanities (New Humanities Axis); and Social Sciences**. Its aim is to consolidate existing links between social sciences, political science, humanities, and public health, and to promote innovative cross-disciplinary projects.

Context

An institutional injunction to work toward decent work

Since 1948, decent work has been included in major declarations of human rights, UN resolutions and the final documents of major conferences, such as Article 23 of the Universal Declaration of Human Rights (1948) and the World Summit for Social Development (1995). This universal objective took on a new dimension when, in 1999, the Secretary General of the International Labour Organisation (ILO) at the 87th ILC^{ème} addressed decent work as a political objective. This objective combines universalist aspects, personal aspirations, and collective ethics within the social relations of employment¹.

The 2008 global financial and economic crisis and its aftermath helped to raise awareness among international policymakers of the imperative of providing quality jobs, offering social protection and respecting rights at work, in order to achieve sustained, sustainable and shared economic growth and eradicate poverty². In 2009, the ILO tested a comprehensive approach to measure decent work at the national level, compiling detailed definitions of indicators and preparing Decent Work Country Profiles for a limited number of pilot countries. This approach was endorsed by the 18th International Conference of Labour Statisticians.

Thanks to the ILO's advocacy, decent work and the four pillars of the Decent Work Agenda - job creation, social protection, rights at work and social dialogue - became central elements of the new 2030 Agenda for Sustainable Development. This agenda provides a common blueprint for peace and prosperity for people and the planet, now and in the future, through 17 Sustainable Development Goals (SDGs). Sustainable Development Goal 8 is to "*promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all*".

This notion is now an essential part of the political dialogue around the issues of work. In Wolfsburg (May 2022), the G7 Labour and Employment Ministers spoke out in favour of a just transition and the creation of decent jobs for a green economy, and in Kurashiki (April 2023) they emphasised the need to invest in human capital and decent work.

A relatively large body of academic work

Since the early 2000s, this concept has been at the heart of socio-economic work and public policy recommendations (Burchell et al., 2014).

In international operational approaches, there are three main approaches, which can be combined today in order to understand the measurement of decent work.

1. The "security at work" approach³, which takes into account six types of security: security on the labour market, security of employment, security of working conditions, security of training, security of income, and collective security. This approach is often used for macro indicators.

1 DERANTY, J.-P. AND MAC MILLAN, C. (2013). What is 'decent work'? Proposals for expanding the ILO decent work campaign from a psychodynamic perspective. *Travailler*, 2(1):147-174

2 ILO, <https://www.ilo.org/global/topics/decent-work/lang--fr/index.htm>

3 STANDING, G. (2002). From people's security surveys to a decent work index. *International Labour Review*, 141(4):441 - 454.

2. The "**objectives to be achieved**" approach⁴ which is in line with the ILO's objectives. It considers work opportunities, work under conditions of freedom, dignity at work, equity at work, and productive work.
3. The "**decent work deficits**" approach⁵. Instead of measuring what is decent work, it measures what is not (unemployment rate, child labour, excessive working hours, the ratio of women to men, low pay per hour worked, pension deficits and youth unemployment). This approach is often adopted alongside the security approach. It has the advantage of being based on fairly standard macro data, aggregated at national levels, which enables comparisons between countries.

These approaches to decent work do not answer, or only partially answer, a key question: *what is decent work at the individual level?* Only a **normative response** is proposed, stating what decent work should be and what it should not be. But what should be is not necessarily what is. The gap between the theory and the realities is not well understood, grasped and measured.

This broad reflection on decent work **revitalised studies on job quality, with the aim** to answer the following question: *how do we qualify the quality of jobs and what does it mean to have a "good job"?* At the micro and individual level, there are several approaches to define job quality:

- A first approach is based on a **unidimensional measure of** job quality, taking income as a valid proxy⁶.
- A second approach looks at job quality from a **socio-psychological point of view by** measuring the job satisfaction of individuals⁷.
- The third strategy, predominant in socio-economic studies, consists of identifying a **multidimensional framework by gathering objective characteristics** of jobs⁸.
- Finally, a last approach suggests to synthesize the above aspects by **combining objective and subjective criteria**⁹. This approach outlines a seven-dimensional model in which job quality is organised according to a hierarchical structure of elements inspired by Maslow's pyramid of needs.

An overview of the literature shows that the variables used to characterise job quality statistically are not determined a priori; they must be adapted to the social and regulatory context under study. In other words, job quality lies at the intersection between labour and social law rules and norms governing collective identity and individual status in the workplace.

Operational actors interested but struggling to measure decent jobs at their scale

4 ANKER, R., CHERNYSHEV, I., EGGER, P., MEHRAN, F. AND RITTER, J. A. (2003). Measuring decent work with statistical indicators. *International Labour Review*, 142(2):147-178.

5 BESCOND, D., CHATAIGNIER, A. AND MEHRAN, F. (2003). Seven indicators to measure decent work: An international comparison. *International Labour Review*, 142(2):179-212.

6 FERNANDEZ-MACIAS, E. (2012). Job polarization in Europe? Changes in the employment structure and job quality, 1995-2007. *Work and Occupations*, 39(2):157-182.

7 Clark (2005), Rose (2005) Clark, A. E. (2005). What makes a good job? Evidence from OECD countries. In *Job quality and employer behaviour*, pages 11-30. Springer, Amsterdam.

Rose, M. (2005). Job satisfaction in Britain: Coping with complexity. *British Journal of Industrial Relations*, 43(3):455-467.

Razafindrakoto, M. and Roubaud, F. (2013). Job satisfaction: a measure of the quality of work integration in relation to aspirations. In *Les marchés urbains du travail en Afrique Subsaharienne*, pages 125-149. IRD, Marseille.

Razafindrakoto, M., Roubaud, F. and Wachsberger, J. (2012). Working in the informal sector: choice or constraint? An analysis of job satisfaction in Vietnam. In *The informal economy in developing countries*, pages 47-66. AFD, Paris.

8 Kalleberg, (2012) Floro, M. S. and Messier, J. (2011). Is there a link between quality of employment and indebtedness? The case of urban low-income households in Ecuador. *Cambridge Journal of Economics*, 35(3):499-526.

9 Körner, T., Puch, K. and Wingerter, C. (2009). Quality of employment. Working Paper 13, Wiesbaden, Federal Statistical Office of Germany, Berlin.

Development agencies, NGOs and impact investment funds **are under an institutional injunction to measure quality rather** than just the number of jobs they help to create and/or maintain. In the interviews we conducted, these players also mentioned that they were **interested in these concepts in order to give meaning to their actions and to improve them.**

Neither the ILO's work (macro and normative) nor the academic work (use of different variables and strong adaptation to local contexts) provides a simple methodology able to measure decent work and that could be easily transposed from one country to another, or from one project to another. To date, there does **not seem to be any measurement approach that can be realistically used by those working in the field and replicated for different geographical areas and employment situations.**

Details of the research project

Our ambition is:

- **to reflect on how operators in the field understand the notion of job quality and,**
- **to operationalise Dthis concept** in the countries of the South, **particularly from an evaluative perspective,** for both employees and entrepreneurs, in both the formal and informal sectors.

In this context, the research carried out by the CIFRE doctoral student will examine **whether and how job quality in emerging economies can be monitored and evaluated.**

3 areas of work will be explored:

1. Analytical:
 - Does the interest in job quality themes simply reflect an incentive from funding bodies and/or a change in stakeholders' vision?
 - How does these incentives, discussions and tools contribute to changing the practices of various stakeholders? More specifically, does the implementation of job quality monitoring and evaluation effectively change the practices of the players involved, the legal frameworks and/or the social frame of reference?
2. Methodology:
 - What networks of players are involved and what vision do they have of job quality?
 - Is it possible to monitor the job quality for the different occupational situations present in emerging economies (formal/informal, employee/self-employed/entrepreneur, full-time/part-time; permanent/seasonal/daily employment, etc.)? Is a standard possible, or even desirable?
 - What are the constituent elements of job quality? Should they be adapted according to the type of profile, employment situation and geographical location? What weighting method should be used between the different criteria or different employee profiles? How should the data be collected?
3. Recommendations and implementation:
 - What are the benefits and risks of measuring job quality (sociology of the politics of numbers)?
 - Which stakeholders should be mobilised for this monitoring and evaluation? For what purposes (governance, advocacy, improving project efficiency, just transition issues, etc.)?

Candidate profile

The candidate will have to demonstrate skills in the fields of economic integration in developing countries, as well as an excellent command of qualitative and quantitative techniques.

He or she may have studied political science, economics and/or sociology, with an emphasis on development.

He or she will need to show a willingness to go out in the field, an interest in interdisciplinary thinking, and an appetite for digital tools (for collecting data and reporting results).

Supervision arrangements

Within EQ Monitoring: Reporting to Claire Neuschwander, the candidate will work in collaboration with consultants specialised in monitoring-evaluation, economic inclusion and support to the private sector. In addition, he or she will work with one or two technical partners in order to test different versions of an employment quality monitoring and evaluation tool in the field and will benefit from the advice of an interdisciplinary scientific committee.

He or she will spend 50% of his time at RMDA and 50% of his time at LAM.

A budget will be set aside for field missions.

To apply, please send your CV and cover letter to the following address: recrutement@rmda-group.com