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**INTERNATIONAL LABOUR STATISTICIANS
ORGANIZATION**

Joint ECE-Eurostat-ILO Seminar
on Measurement of the Quality of Employment
(Geneva, 3-5 May 2000)

Topic 5

**Voice Representation Security:
An Aspect of Decent Work**

Invited paper submitted by the International Labour Office¹

Summary

1. This paper considers an aspect of work and labour that is typically disregarded in conceptualizing and measuring labour force participation. If one is interested in assessing the quality of working, then whether or not an individual has the potential for representation of his or her interests will be a critical determinant of that quality. Particularly if the person is vulnerable for some reason, such as a lack of education or marketable skills, or assurance of income support other than from the work in question, the lack of collective representation rights is likely to be a source of personal insecurity and thus low quality of involvement in work.
2. This paper considers the indicators of voice representation that could be used to assess representation security. It relates to an ongoing ILO programme designed to assess the extent of socio-

1 Prepared by Guy Standing, Director, IFP-SES.

economic insecurity in various countries and parts of the world and to assess the type of policies and institutions that could enhance individual and collective security in the workplace and labour market.