



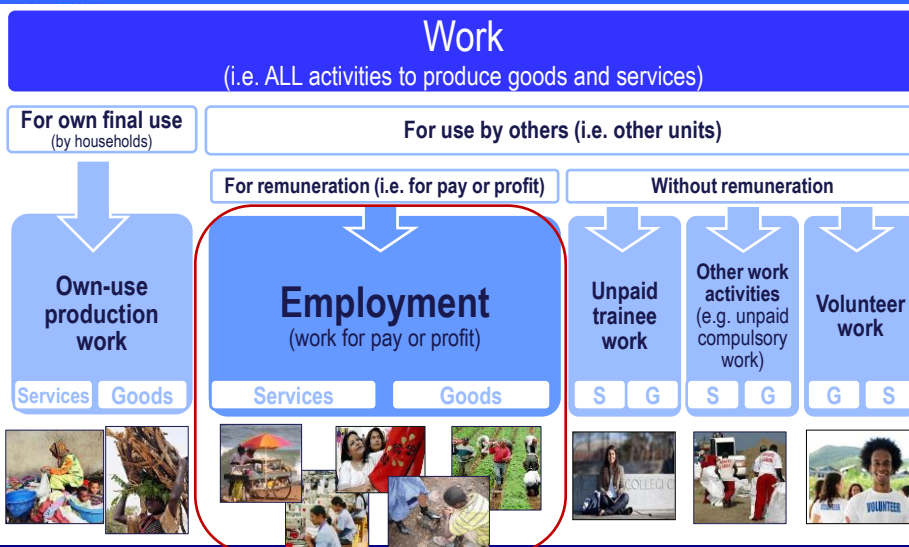
Persons in employment, main and secondary jobs

Ms Monica Castillo

ILO Geneva



Form of work: Employment





Contents

- Operational definition
- Main updates to operational definition
- Choice of reference period
- Temporary absence from employment
- Notion of “for pay / profit”
- Special cases
- Main job, multiple job holding
- Measurement in household surveys



Persons in employment Operational definition -19th ICLS (§ 27-32)

**“Working age persons who
in the **reference week / last 7 days**
were engaged in **any** activity
to produce goods or provide services **for pay or profit**”**

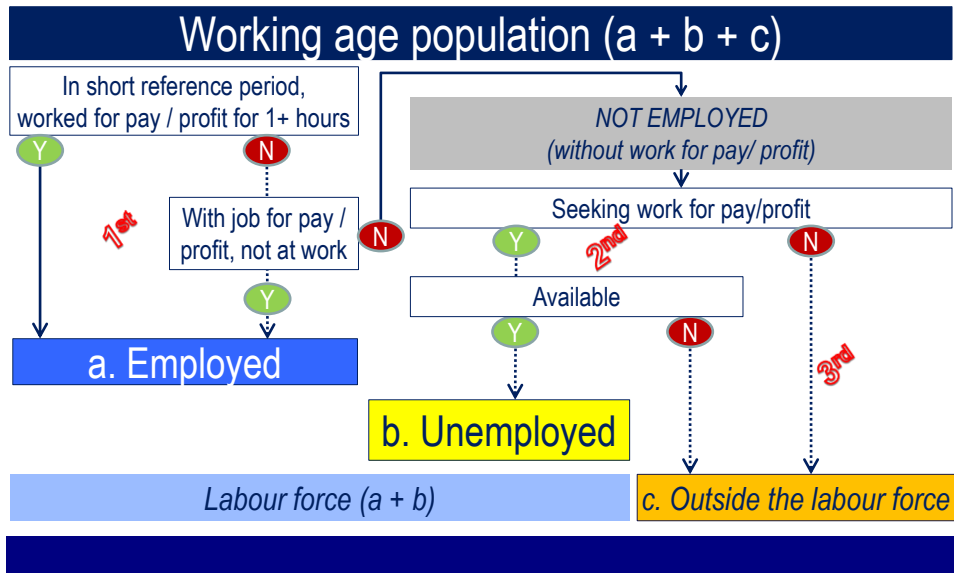
Two groups

- **Employed, at work:**
 - Worked for pay or profit for **at least 1 hour**
- **Employed, not at work:**
 - Worked already in the job, but not at work due to:
 - Working time arrangement (shift work, flexitime)
 - Temporary absence (expects to return within short period)



Labour force status classification

Activity principle + priority rule + 1 hr. criterion



1 hour criterion

Retained

Reasons

- Ensures **mutually exclusive** and **complete classification** of working age population by labour force status
 - Employed / Unemployed / Outside labour force
- Covers **all types of employment** including short-time work, casual work, stand-by work, & other irregular employment
- Captures employment by persons who may also be students, housewives, pensioners
- Capture **all labour inputs from employment** activity into production (for national production accounts)



Persons in employment: Main updates in operational definition

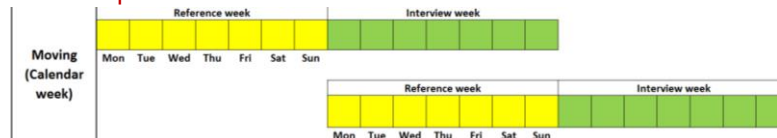
- Based on accumulated national practice
 - **Refined short reference period for measurement**
 - Reference week, last 7 days (no longer alternative 1 day)
 - **Concept restricted to **work for pay or profit****
 - New guidance to establish main intended destination of activity (for sale / for own final use)
 - **No more reference to status in employment groups**
 - Same treatment for all groups regardless of status in employment
 - No optional hours' threshold for contributing family workers
 - **Simplified guidance to determine temporary absence**
 - Job attachment assessed using reason for absence, and for certain reasons: total duration and continued remuneration



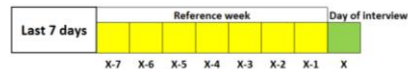
Choice of short reference period

Moving reference period

Last
calendar
week



Last 7
days



Fixed reference period

Week of
(DATE)





Moving or fixed reference period?

- **Moving**

- Evens out seasonality over the whole sample
- Best for continuous or prolonged data collection operations

Example: Philippines LFS

Survey reference period: Last seven days preceding the interview date

Data collection period: continuous

- **Fixed (specific calendar dates):**

- Can avoid differential “period effects” (end month)
- Can introduce differential recall period for respondents if long fieldwork
- Best for periodic data collection with short fieldwork duration

Example: Canada LFS

Survey reference period: 15th of the month

Data collection period: Week after the reference period



Temporary absence from employment: Need to be short & keep job attachment

Reason

- Personal sick leave
 - Short illness
 - Occupational injury
- Annual leave
 - Public holidays
 - Vacation
- Maternity/paternity leave
 - Compulsory period

Reason (not sure job attachment)

- Personal absence due to
 - Education leave
 - Parental leave, care for others, etc.
- Strikes or lockouts
- Reduction in economic activity
 - Temporary lay-off
 - Slack work
- Work disorganization/suspension
 - Bad weather
 - Mechanical, electrical breakdown
 - ICT problems
 - Shortage of materials, fuel

Employed

Employed if short absence
(<3 months) and/or pay



Treatment during the Low / off season

- **Employed if person continues to do some of the tasks / duties of the job**
 - Prepare, clear the land; maintain shop, order supplies ...
- **Not employed if tasks / duties of the job stop**

Why ?

- To capture seasonality of employment
- To monitor demand for other jobs during off-season



Notion: “For pay or profit”

- **Remuneration paid in cash or in kind**
 - Wages or salaries for time worked or work done
 - Profits derived from sale / barter of goods and/or services produced (i.e. excludes production intended mainly for own final use)
- **Payable (i.e. whether actually received or not)**
 - Accommodates different pay periods, owed income etc.
- **Directly to person performing work or indirectly to a household or family member**
 - Includes contributing family workers (who help in household business)
 - Their work contributes to the income received by the family





Main intended destination: For market / For own use

- For self-employment
 - Essential to establish that the production is intended **mainly for use by other units** (i.e. market-oriented)
 - Even if products are not sold / bartered (e.g. bad season)
- Need to test

Example

Q. In general, are [*the products*] obtained from this work intended mainly for sale/barter or mainly for your own family use?

1=Only for sale / barter

2=Mainly for sale / barter but some for own or family use

3=Mainly for own or family but some for sale/barter

4=Only for own or family use



Employment

Own-use
production work



Self-employment activity

- Consider as **employed** when:
 - **Activity intended to produce goods or provide services mainly for sale / barter**
 - Even if some of the production is kept for own/family use
 - **Ready to start operating**
 - Materials, resources are in place
 - First order / clients are received
 - **Regardless of profit made or loss**
 - **Formal / informal, fixed premises / mobile**





Treatment of particular cases:

- **Participants in employment promotion programmes** (e.g. labour intensive, skills training / re-training programmes, grants to start own business,)
 - Employed if working for pay / profit
- **Members of military** (e.g. regular career members, temporary conscripts)
 - Employed
- **Persons with a job while on training required by job**
 - Employed (at work)
- **Persons who have a job offer to start in future**
 - Not employed (has not yet started to work)
- **Persons with right to return to a job, but on extended absence** (e.g long-term education leave)
 - In principle, not employed (if paid, countries may decide)



Quiz (1): Employed or Not employed ?

1. Student who works on weekends at a supermarket for tips
2. Student doing an unpaid internship at a business
3. Student who helps tutor children during after-school hours
4. Homemaker who washes and irons clothes for pay
5. Pensioner who drives a taxi in the evenings
6. Farmer who grows rice mainly for family consumption, and from time to time sells the surplus to neighbors





Quiz (2):

Employed (at work/not at work) or Not employed ?

7. Rickshaw driver standing in the corner waiting for clients
8. Office secretary away on maternity leave
9. Teacher away at a conference
10. Fisherman staying at home during the rainy season
11. Informal whole sale trader waiting at home for new shipment
12. Government employee on education leave for 3 years



Job Revised definition

§12(b)

**“set of tasks and duties performed,
or meant to be performed,
by one person for a single economic unit”**

- Restricted to Employment
 - ≈ “Work activity” for other forms of work
- Avoids reference to Status in Employment categories
 - As ICSE-93 is currently under revision
- Links “job” to a single economic unit
 - May be a market-unit, non-market unit or household



Multiple job holding & Main job §12(b)

Revised definitions

Multiple job-holding:

- **Main job:** That in which the person usually works the most hours, even if absent in the short reference period
 - If same hours, then highest income. If same income, then as self-declared
 - Emphasizes integration with national accounts (labour input)
- **Job(s) of self-employed:** # of economic units owned or co-owned
 - Not number of clients served
 - Difficult to assess in the case of informal self-employment activities
 - For informality, recommended to separately identify activities in different industries



Quizz:

How many jobs, which is the main?

1. Full-time government employee, on vacation in the reference week, who also teaches a one-hour class twice a week
2. Person who works for the education department, teaching in the mornings at one school and afternoons at another school
3. Self-employed person who has a hardware shop and also works as a plumber on weekends
4. Farmer who grows vegetables for sale and also spends a few hours a week manufacturing brooms for sale



Persons in employment: Measurement in household surveys

- Need to identify persons with all types of jobs
 - Need to add several questions
- Questions should be appropriate for persons in all types of jobs
 - Self-employment jobs (employer, own account worker, contributing family worker)
 - Employee jobs (permanent, temporary, casual, including as paid apprentice)
- Useful to include examples in the questionnaire of most common types of jobs/activities likely to go unreported
 - casual, informal and/or part-time jobs
 - Or use an activity list

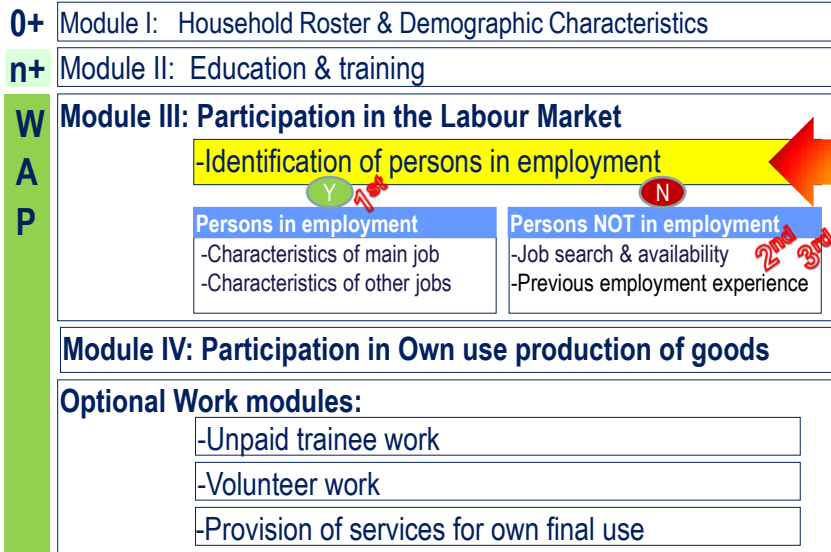


Main and secondary jobs: Measurement in household surveys

- For main job: Useful to include introductory statement
 - “The next questions are about the main job held last week, that is, the one in which (NAME) usually works the most hours, even if he/she was absent last week”
- For secondary jobs: Useful to have statement to reduce underreporting
 - “Nowadays, with current economic conditions, many people have two or more jobs, last week did you have any other job or business activity, even if you were temporarily absent”
- Measure for all jobs:
 - Working time; employment-related income (if included in survey)
- Essential characteristics of 2nd jobs, only if prevalent in the country
 - Occupation, Industry, Status in Employment, Institutional sector
 - May be measured on a non-frequent basis to reduce burden
 - Detailed characteristics if assessing size of informal economy



Basic labour force survey structure



Questionnaire flow

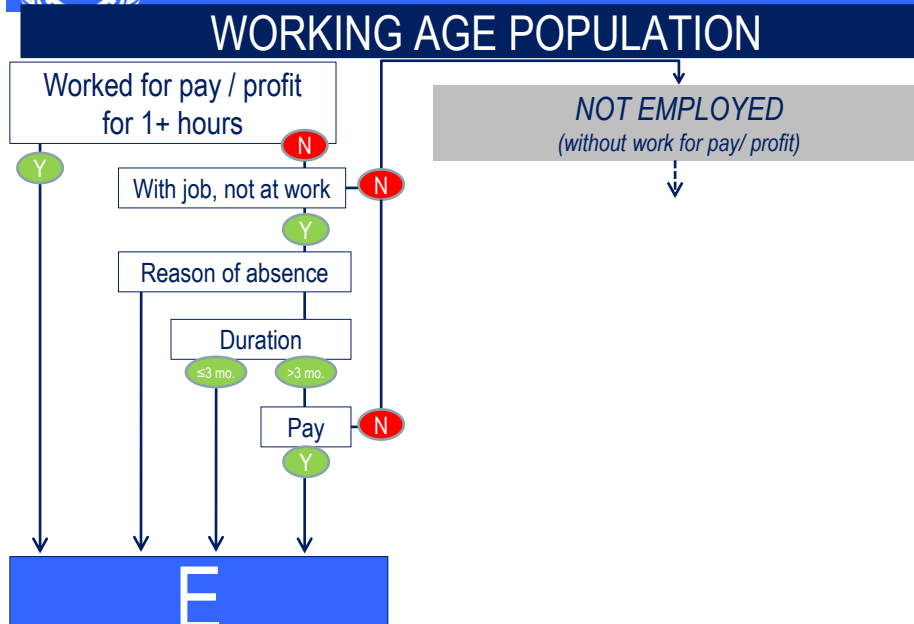




Illustration (1)

- During the last 7 days, did [NAME] do any work for a wage, salary, commission or other pay in cash or in kind, even if only for 1 hour?
(examples: ...)
 - YES → Section: Characteristics of main job
 - NO
- Did [NAME] work in his/her own business activity, to generate income, even if only for 1 hour? (examples:)
 - YES → Section: Characteristics of main job
 - NO
- Did [NAME] help without pay in a business operated by a household or family member?
 - YES → Section: Characteristics of main job
 - NO

Employed

Employed

Employed



Illustration (2)

- During the last 7 days, did [NAME] have a job or business from which he / she was temporarily absent?
 - YES
 - NO → Section: Job search
- What was the reason why [NAME] was absent?
 - Shift work
 - Vacation, Holidays
 - Short illness
 - Maternity, paternity leave
 - Other personal leave
 - Off season → Section: Job search
 - Slack work, lack of materials, mechanical breakdown
 - Bad weather

Not employed

→ Section: Characteristics of main job

Employed

Not employed



Illustration (3)

- Counting the time [NAME] has been absent, will he / she return to work...
 - Within 3 months? → Section: Characteristics of main job **Employed**
 - After 3 months?
- During the absence, does [NAME] continue to receive pay?
 - Yes → Section: Characteristics of main job* **Employed**
 - No → Section: Job search **Not employed**

(*) As per national context



Activity list example: Q. to identify Employed, at work

Q1. In the last week did you do any work for pay or profit?

Yes → **EMPLOYED**

No

Q2. Did you do any of the following activities, even if only for one hour, in exchange for pay or to generate income...?

*Farming, animal husbandry or fishing **mainly for sale***

Prepared food, manufactured textiles, crafts or tobacco

Cleaned houses, washed, iron clothes for others, fixed clothing or shoes

Sold beauty products, clothing, jewelry, order by catalog

Fixed electro domestic equipment (iron, washing machine, cell phones,...)

Yes → **EMPLOYED**

No

Q3. Did you help without being paid in any kind of business run by your household, even if it was for only one hour?

Yes → **EMPLOYED**

No



Main and secondary jobs: Illustration (1)

- Useful to include instructions or transition statements to help with identification of main and secondary jobs

Section B. Employed persons: characteristics of main job	
The following questions refer to the respondent's main job/activity (if more than one) during the last week. The main job/activity is the one in which the respondent usually works the largest number of hours per week. If the usual hours of work are the same in each job/activity, the main job/activity is the one that generates the largest income.	
B1a	What kind of industry, business, service or activity is carried out at your place of work?

Main job

Section C. Employed persons: characteristics of secondary activity	
The following questions refer to the respondent's secondary job/activity, if any, during the last week.	
C1	Q30. Under current conditions in [COUNTRY], with low incomes and high prices, many people have a secondary job/activity in addition to the main one. Last week, did you have any secondary job/activity from which you or your household obtain any income in cash or in kind? Yes ☐ 1 No ☐ 2 → D1

Secondary job



Main and secondary jobs: Illustration (2)

SECTION 4

This section covers main work activity in the last week for persons aged 15 years and above

4.1	In the last week did you have more than one job/business?	☐ 1 ☐ 2 ☐ 3 = Don't know
-----	---	---

Multiple job-holder status

If "yes", read out: The questions that follow refer to your main job/business. That is the one where you usually work the most hours per week, even if you were absent from it in the last week.

Main job

4.2.a	What kind of work do you usually do in the main job/business that you had during the last week? Work includes all the activities mentioned earlier Record at least two words: Car sales person, Office cleaner, Vegetable farmer, Primary School teacher, etc.
-------	---



THANK YOU!
MERCI!
OBRIGADO!