



Session 4: MDG INDICATORS

MDG Indicator 3.2

Share of Women in Wage Employment in the Non-Agricultural Sector



Introduction MDG Indicator 3.2

- Concept and definition
- Sources and international data compilation
- Comparability issues
- Method of calculation
- Treatment of missing values
- Global/regional trends



MDG Goal 3

ILO Statistics Department responsible
for Indicator 3.2

«Share of Women in Wage Employment in the Non-Agricultural Sector»

MEN AND WOMEN AT WORK

Goal 3
Promote
gender equality
and empower
women

ACCOUNT for
ALL CONTRIBUTIONS to
the National Economy

Sustainable development
Poverty reduction for families
and the economy



MDG3.2 Concept and definition

- Concept: Share of women in wage employment in the non-agricultural sector
- Defined as a ratio:
$$\frac{\text{Number of women in non-agricultural paid employment}}{\text{Total number of all persons in paid employment in non-agricultural sector}}$$



MDG3.2 Overview

	1990	2000	2007
• Industr-Devlpd	43%	45%	47%
• Sub-Saharan Africa	23%	26%	29%
• Northern Africa	21%	20%	20%
• World	35%	38%	39%



Comparability issues

- Across countries and over time within countries
- Conceptual and methodological differences:
 - Definition
 - Coverage of reference population, sectors
 - Classifications used, etc
- Ex: only public sector or formal sector, excluding enterprises <5 employees

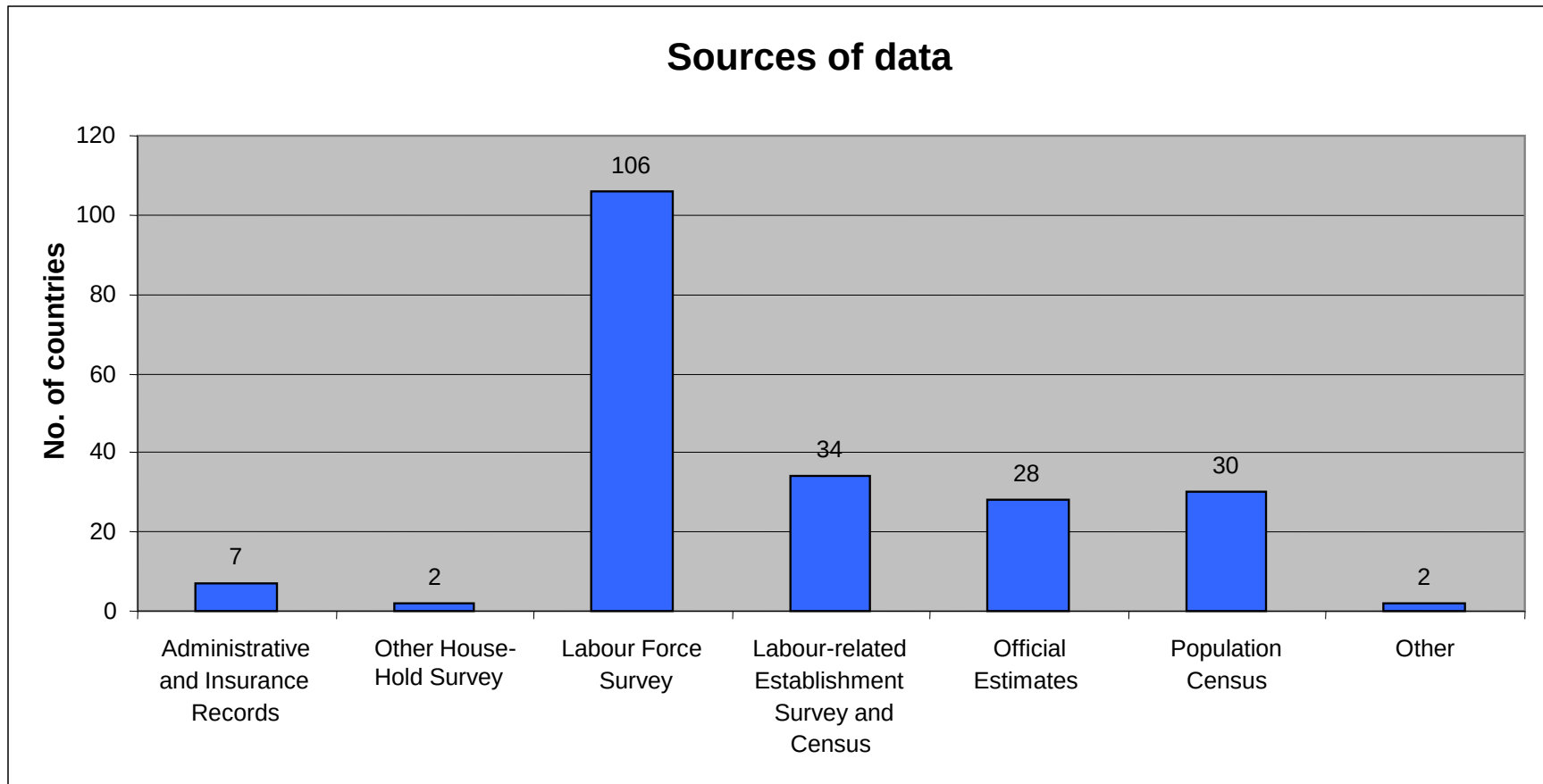


ILO data compilation

- Annual questionnaire to ministries of labour and national statistical offices
 - *Yearbook of Labour Statistics*
 - <http://laborsta.ilo.org>
- Direct contacts
 - Through ILO regional offices
- Internet search in national statistical websites



Data sources used





Filling the gaps: calculation methods

- Estimations based on auxiliary variables
 - Total paid employment
 - Total employment in non-agriculture
 - Total employees
 - Total employment
 - Economically active population in non-agriculture
- Sensitivity analysis conducted on selected number of countries
 - Strong correlation between the indicator and the auxiliary variable



Missing values

- Imputations unavoidable in any aggregation process: **when no data available, assuming the indicator value is zero results in biased regional/global estimates**
- Implicit
 - Assume indicator value = average for countries with available data
- Explicit
 - Carry forward last observed value
 - Use value from country with similar characteristics
 - Predict value by statistical modelling

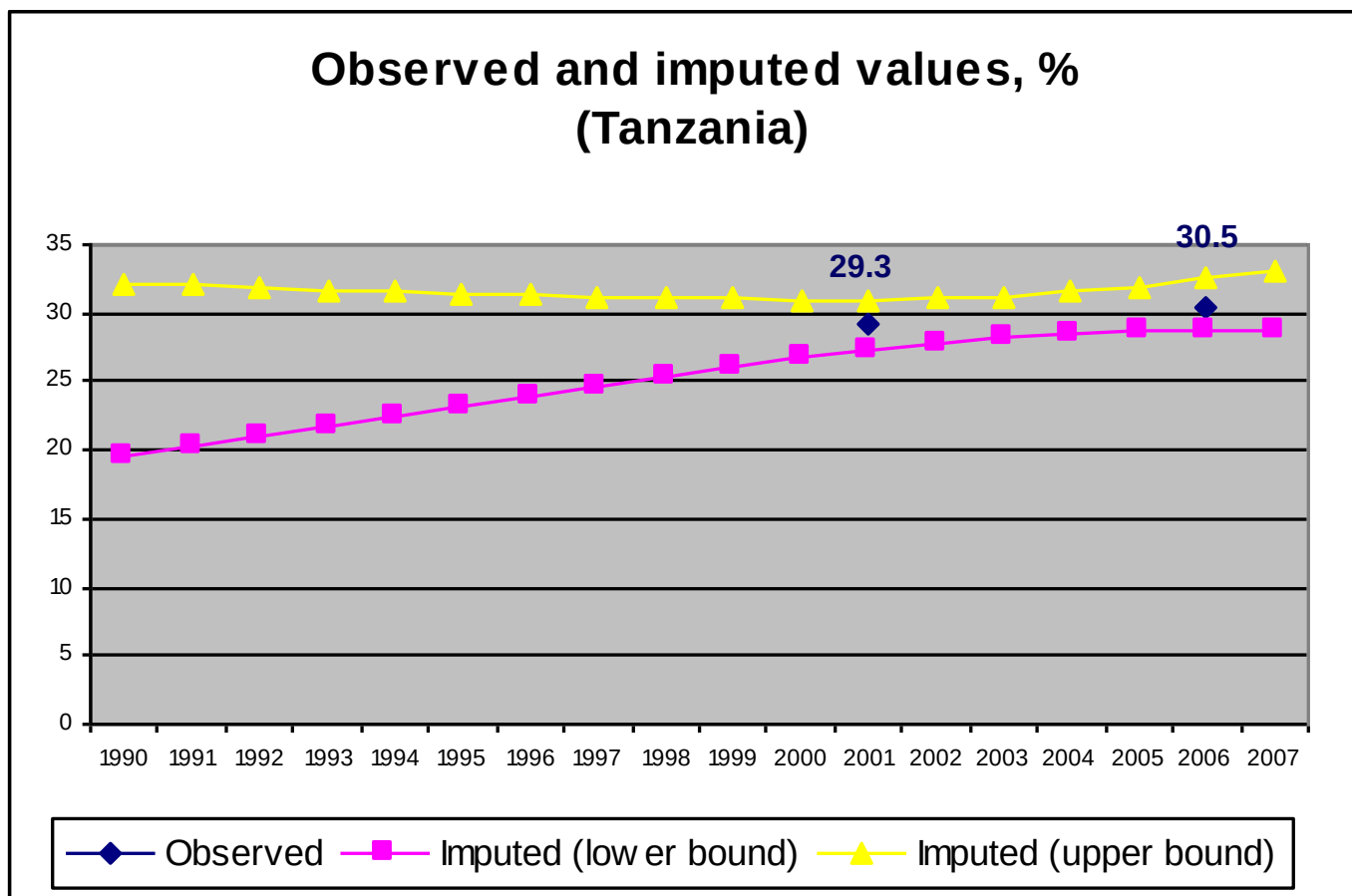


MDG3.2 Treatment of missing values

- ILO methodology uses explicit imputations
- Sole purpose to produce regional/world aggregates
 - May not be best-fitted for national reports
- National imputations best produced with methodology that directly take account of local specificities



Country example





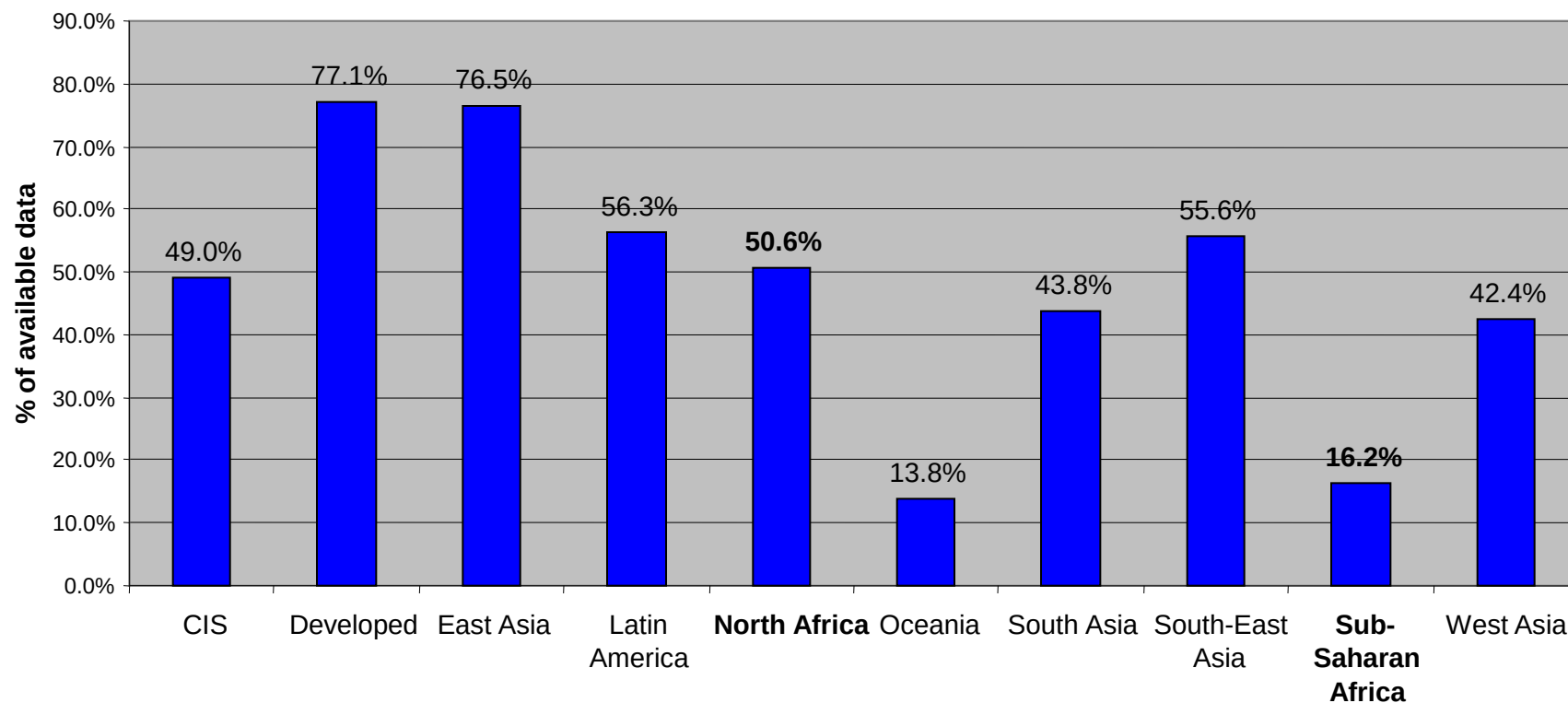
MDG3.2 Modelled values

- Review existing methodologies
 - To aggregate national statistics to produce regional and world estimates
 - To trend these estimates
 - Separate 2-level models developed each world region
 - Predicted values based on assumption of representativity
 - Properties tested
 - Modelled results compared to actual observed values
 - Modelled data-quality assessment based on measured deviations
 - Careful quality checks required



Data availability in regions

Observed data availability as % all values per region





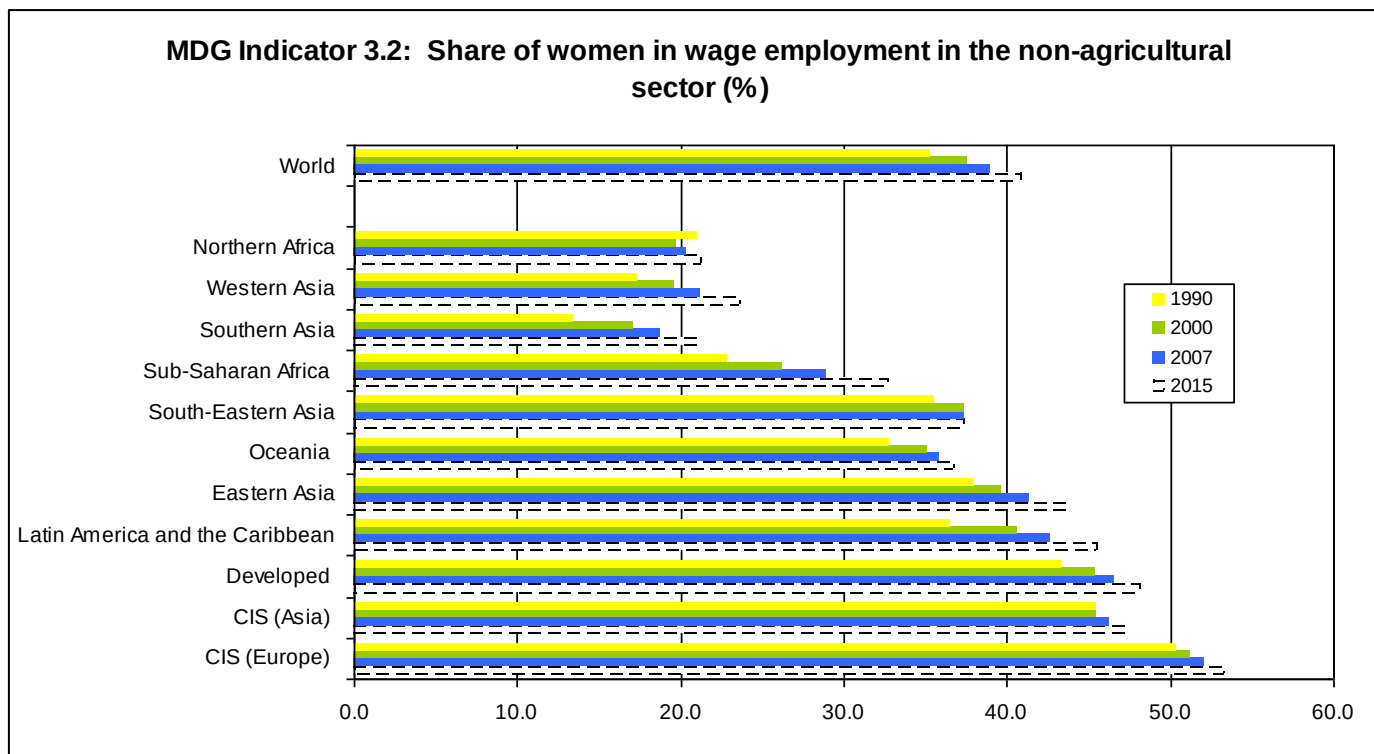
Regional and world estimates

- Observed values, estimated values based on proxy indicators, disseminated at <http://mdgs.un.org>
 - And clearly identified
- Modelled data not disseminated
 - Used only to produce regional/global aggregates
- Regional and global estimates calculated as weighted averages of country indicators based on ILO Estimates and Projections of the EAP



MDG3.2: Global/regional trends

1990 to 2015





MDG3.2 Actual/Forecasted Shares

	1990	2000	2007	2015_p	2015_{p1}
• CIS (Europe)	50.3	51.2	52.1	53.1	53.2
• CIS (Asia)	45.4	45.5	46.2	46.7	47.2
• Developed	43.4	45.4	46.5	48.3	48.1
• Latin Amer & Carib	36.5	40.7	42.7	46.4	45.5
• Eastern Asia	38.0	39.6	41.3	43.2	43.7
• Oceania	32.8	35.1	35.8	37.5	36.8
• South-East Asia	35.6	37.4	37.4	38.4	37.4
• <u>Sub-Saharan Africa</u>	<u>22.8</u>	<u>26.2</u>	<u>28.9</u>	<u>32.7</u>	<u>32.7</u>
• Southern Asia	13.4	17.2	18.8	22.4	21.0
• Western Asia	17.3	19.6	21.2	23.7	23.6
• <u>Northern Africa</u>	<u>21.0</u>	<u>19.8</u>	<u>20.4</u>	<u>20.1</u>	<u>21.2</u>
• World	35.3	37.6	39.0	41.1	40.8



Possible discrepancies between global and national indicators

- Different sources
 - Different series - same source
 - Changes in definitions and classifications over time (same source)
 - National data unavailable to ILO so estimated particular year
 - Imputation methods
- Comparability issues



Participant checks requested 😊

- A Statistical Table of MDG 3.2 in the Africa region has been distributed to each country
- Thank you for checking your country's data
- Please correct or supplement as necessary and turn in.

Thank you !



Session 9: MDG Reports and Indicator 3.2

Interpretation and national reporting



MDGs, indicators and evidence-based policy making

- The policy cycle
- Using statistics to support the policy cycle
- Types and levels of indicators
- Inputs, processes and outputs
- Other dimensions of monitoring: qualitative etc
- Monitoring budget formulation and execution



Effective communication of MDG indicators as LMI

- Tables, charts and maps
- Appropriate commentary
- Meta-Documentation
- Use of DevInfo & UN Agency websites
- Targeting audiences
- Mass media for reporting
- Timing of reports



Interpretation: Share of wage employment

- Globally, women occupy almost 40% of all paid employment jobs in non-agriculture
 - Although huge differences exist across and within world regions
- But information on their characteristics often tells a different story
- Need LMI statistics where important inequalities exist



Different realities

- Income-earning opportunities increased for men and women, but globally > 60% of women are unpaid family workers
 - **On farms or other family business**
- Assess full extent of participation
 - **In the paid labour market**
 - **In unpaid production (both goods – “within SNA” and services – “outside SNA” for consumption by own household)**
- How workers balance working life with their other obligations, ex. family life



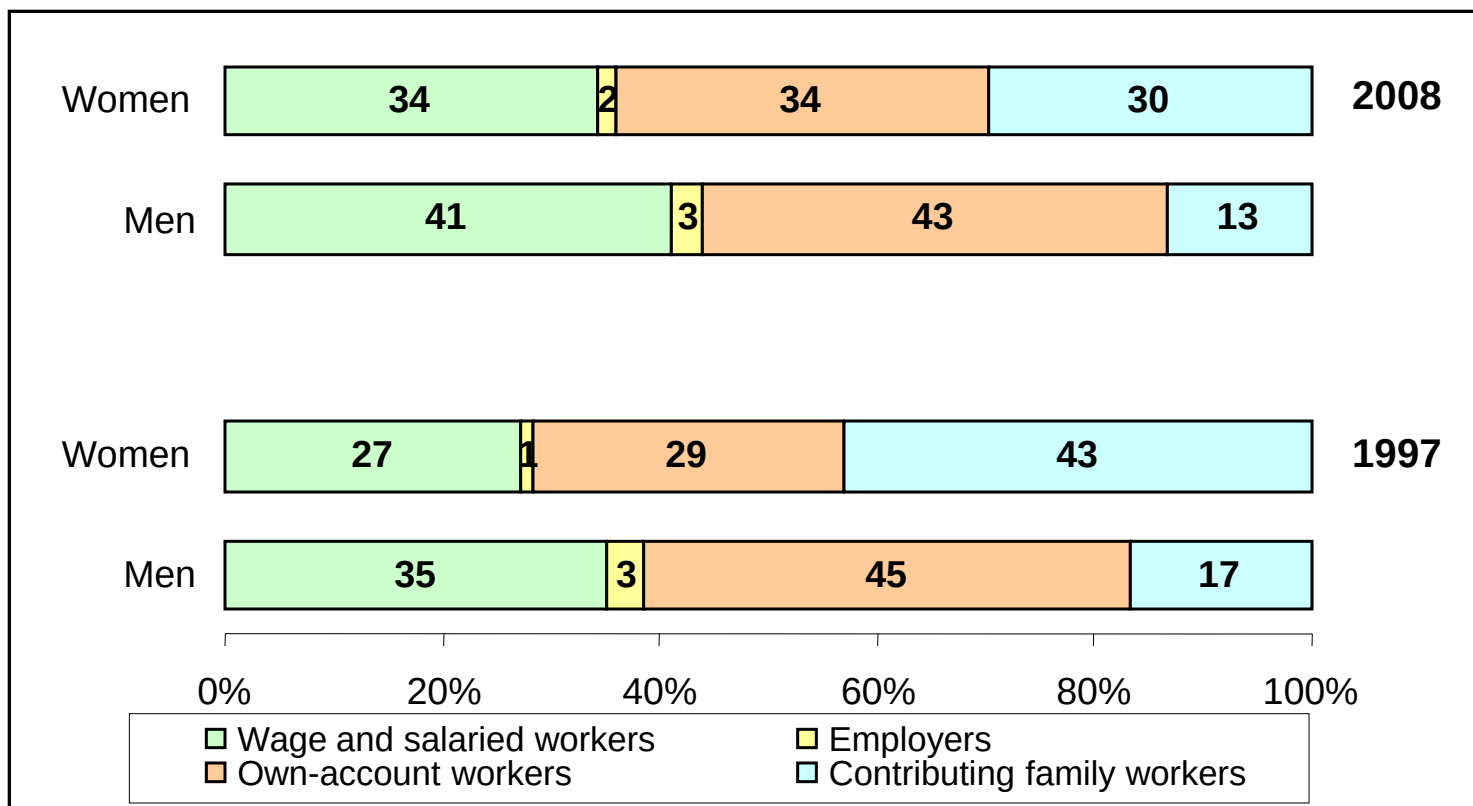
Measurement methodologies

- Challenge - identify and adequately describe all workers and work situations
- «Working» or «joblessness» notions may not cover atypical work:
 - **Informal, irregular, short time, unpaid**, compared to
 - **Full-time, regular, formal sector establishment, paid**
- Measurement methodologies need to apply special procedures to avoid risk of overlooking



Status in employment

Distribution of total employment by status in employment of men and women, developing regions 1997 and 2008 (Percentage)





Indicators to reflect diversity

- Disaggregates – sex, locality, sector, rural/urban, etc
- Different contributions to labour markets translate to
 - Different tasks and duties (occupations)
 - Status in employment
 - Working time arrangements
 - Occupational injuries
 - Income inequalities
- Best target policies and programmes



Occupational segregation

- Long-established constraints
- «Female occupations» less valued, lower status, traditional jobs
 - Where women are concentrated
- Traditional jobs suffer
 - Low or no pay, no representation, harsh conditions
- High in all countries worldwide
 - And among paid workers



Improvements for some

- Share of women managers has increased
 - Well-educated are achieving career advancements
- Still face greater constraints to be promoted to higher level positions
 - Ex. even in Government more women work at local than central level



Complementary indicators

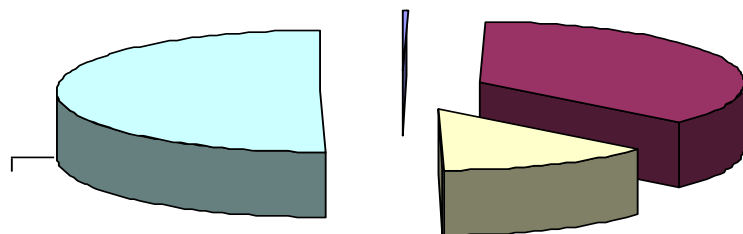
- Employment in the informal economy
 - Relevance: incorporate access to self-employment, and «informal» employment
- Sex differentials in income from employment
 - Relevance: show differences in outcomes, or returns for labour
- Occupational segregation (<http://laborsta.ilo.org> - **Segregat**)
 - Relevance: reflect quality of employment, gender-dominated occupations
- Effect of small children on work participation
 - Relevance: show differences in family care responsibilities



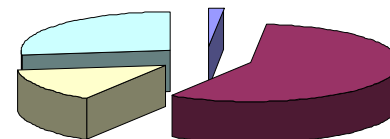
Some examples: share of men + women by employment type

Mali

WOMEN



MEN



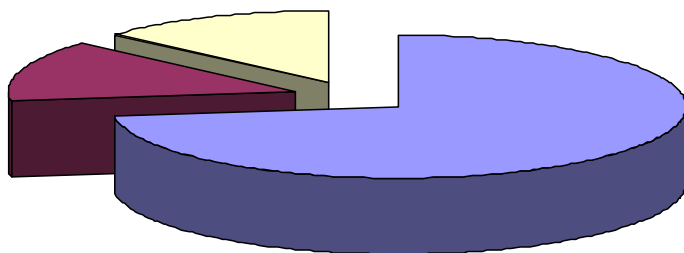
-  Agricultural Wage Employment
-  Agricultural Self-Employment
-  Non Agricultural Wage Employment
-  Non Agricultural Self-Employment



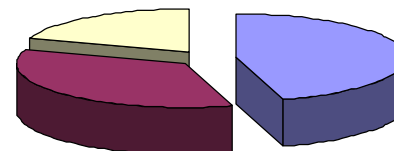
Ex: Informal employment by status in employment

Mali

WOMEN



MEN



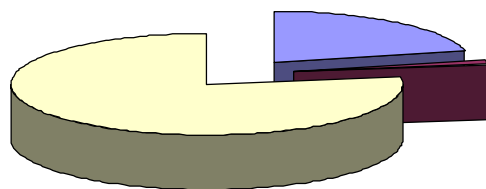
-  **Employers, Own Account Workers and Members of Producers' Cooperatives**
-  **Contributing Family Members**
-  **Employees**



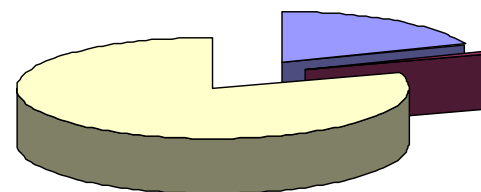
Ex: Informal employment by status in employment

South Africa

WOMEN



MEN



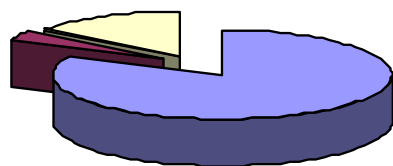
-  **Employers, Own Account Workers, Members of Producers' Cooperatives**
-  **Contributing Family Members**
-  **Employees**



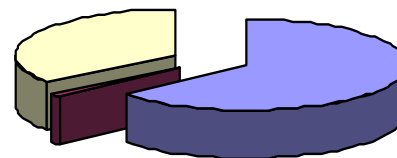
Ex: Informal sector employment by status in employment

South Africa

WOMEN



MEN



-  **Employers, Own Account Workers, Members Producers' Cooperatives**
-  **Contributing Family Members**
-  **Employees**



National LMIS outputs and results

- Institutions improve data collection and analysis capacities
- National LMI data bases (eventually regional) accessible
- Yearbooks, bulletins, press releases, statistical pamphlets produced
- Employment reports, sectoral employment and poverty analysis



LMI for development objectives

- International and **mutual** technical support for countries in the (sub) region
 - Data collection operations
 - Regular data analysis across the region
 - Publications of labour statistics & analytical indicators
- Networking of labour statistics and labour market specialists reinforces skills and synergies
- Implement Ouagadugu Summit action plan and recommendations





Sustainable development

To ensure a sustainable future for all:

- We need also to challenge specific obstacles facing our women and girls
 - Half the world's population
- Because all inequalities combined make it too hard to translate
 - Labour into paid work
 - Paid work into higher incomes
 - Higher incomes into reducing poverty





Thank you !

Sophia Lawrence
lawrence@ilo.org



Way forward: ILO Summit on Global Jobs Crisis

Heads of State and Government recognize

- §27. “Improve countries’ capacity to produce & use labour market information as a basis for informed policy decisions
- Collect & analyse consistent data to help countries benchmark progress
- Collect & disseminate information on countries’ crisis response...”

ILC June 2009, Provisional Record 19A - extract





Few Seminar conclusions

- Statistical master plans must link to national monitoring indicators, requiring organizational, institutional cooperation for legal statistical framework
- Shift of focus in 2nd generation PRS's to "growth" has not translated into more and better decent jobs
- ILO must partner countries to strengthen statistical systems for LMI



Translating Seminar conclusions into Plans

- Department of Statistics determined to mobilize resources to partner individual countries
- Must draw on national experiences in the region
- ILO collaborating to deliver tools, methodologies, technical advice
- Interest of all is to develop national infrastructures to monitor decent work and reduce poverty



Thank you !

For such active participation