



Technical Seminar: Strengthening Labour Market Information to Monitor Progress on Decent Work in Africa

NATIONAL PROGRAMME OF LABOUR STATISTICS:

ILO LABOUR STATISTICS CONVENTION (160)

and

RECOMMENDATION (170) 1985

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ILO Department of Statistics: Activities

- ☐ Development or revision of international standards on labour statistics: methodological work, International Conference of Labour Statisticians (ICLS);
- ☐ Technical assistance in labour statistics (in cooperation with ILO field offices): Technical cooperation projects, advisory missions, training courses, methodological manuals.
- ☐ Collection and dissemination of international labour statistics: Yearbook of Labour Statistics, Internet, etc.

Objectives

Provisions for:

- ☐ **Primary:** to provide a basic framework within which countries can progressively develop statistical programmes in field of labour
- ☐ **Secondary:** to promote comparability of labour statistics between countries

Convention 160: advantages

- ☐ Important for users and producers of labour statistics
- ☐ Provide elements for describing, understanding, analysing and planning the role of labour in the modern economy, and for monitoring progress towards decent work
- ☐ Applicable in countries at all levels of development and types of structure
- ☐ Easy to ratify and apply

Convention 160: provisions

- ☐ core set of basic labour topics
- ☐ promotion of appropriate methodologies
- ☐ consultations with employers and workers
- ☐ confidentiality of data
- ☐ publication of data and metadata
- ☐ communication and dialogue with ILO
- ☐ flexibility of ratification

Convention 160: topics

- ↙ economically active population, employment, unemployment, and visible underemployment
- ↙ structure and distribution of economically active population
- ↙ average earnings and hours of work, and time rates of wages and normal hours of work
- ↙ wage structure and distribution
- ↙ labour cost
- ↙ consumer price indices
- ↙ household/family expenditure and income
- ↙ occupational injuries and occupational diseases
- ↙ industrial disputes (strikes and lockouts)

Convention 160: ratification

Country:

- ☐ agrees to collect, compile and publish statistics on at least one of the nine basic topics, on the understanding that other topics will be covered progressively
- ☐ can restrict coverage of a topic to certain categories of workers, sectors, economic activities or geographic areas

Convention 160 and Recommendation 170

Guidance on practical application of

C.160:

☐ For each topic, as a minimum:

☐ Coverage (*in such a way as to be representative of the country as a whole, all or important categories of employees, important branches of economic activity, significant population groups, all private households*)

R.170:

☐ For each topic, as a minimum:

☐ Periodicity (*at least once a year, every three months, every five or ten years; updating of weights for CPI*)

☐ Classifications (*sex and branch of economic activity, and where relevant age group, occupational group, level of qualifications, geographical area, status in employment, size of establishment, groups of consumption items, levels of income, etc.*)

Convention 160

Statistical Infrastructure underlying production of labour statistics
(inherent - need for independence and integrity of producing agency)

Convention: for all topics:

- Account to be taken of latest ILO standards and guidelines (ICLS resolutions, ILO conventions, etc.)
- Consultations with representative organizations of employers and of workers
- Protection of confidentiality of data
- Publication of the statistics at the national level, and communication to the ILO
- Publication of up-to-date methodological information about the statistics and communication to the ILO

Recommendation 170

**Statistical Infrastructure underlying production of labour statistics
(*inherent - need for independence and integrity of producing agency*)**

Recommendation: for all topics:

- Comprehensive and up-to-date register of establishments
- Coordinated system for implementation of surveys or censuses of establishment
- Capacity for implementation of continuous and coordinated series of household surveys
- Access to administrative records for statistical purposes
- National standard classifications, used by all agencies
- Harmonization of statistics compiled from different sources and by different agencies
- National concepts, definitions and methodology reviewed when new or revised international standards adopted

Recommendation 170

Statistical Infrastructure

Convention and Recommendation:

- ☐ (implicit) Independence and integrity of agency collecting, compiling and publishing the statistics
- ☐ Transparency of methods used - for collection, processing and dissemination
- ☐ Access to data for all
- ☐ Quality of data

Convention 160

Statistical Infrastructure

Flexibility of ratification

- Acceptance of obligations of ***one or more*** of the basic subjects covered
- Acceptance of ***progressive expansion*** of subjects eventually to all basic topics, in accordance with its resources
- Possibility of ***limiting initially the scope*** of the statistics one or more of the topics to specified categories of workers, sectors, economic activities, geographic areas

Convention 160 and Recommendation 170

Statistical Infrastructure

Recommendation: for all topics:

- ☐ When designing or revising the concepts, definitions and methodology used in the collection, compilation and publication of the statistics provided for in the Labour Statistics Convention and Recommendation, ***Members might seek assistance from the International Labour Office***

Statistical sources

Labour demand: establishment-level data

- Establishment censuses and surveys:
 - employment and wage sample surveys
 - occupational wage and vacancy sample surveys

Labour supply: household-level data

- Population censuses and household surveys:
 - labour force sample surveys
 - income and expenditure sample surveys

«Intervening mechanisms»: employment and labour market «services»

- Administrative records:
 - employment office registers
 - unemployment insurance records
 - tax records
 - social security files
 - labour inspection records

Statistical tools and data sources

Population censuses and household surveys

- ☐ Population and housing censuses
- ☐ Labour force sample surveys
- ☐ Income and expenditure sample surveys
- ☐ Informal sector sample surveys

Establishment censuses and surveys

- ☐ Censuses of establishments
- ☐ Employment and wage sample surveys
- ☐ Occupational wage and vacancy sample surveys
- ☐ Informal sector sample surveys

Statistical sources

Administrative records

- ☐▪ Employments exchange registers
- ☐▪ Unemployment insurance records
- ☐▪ Social security files
- ☐▪ public sector payrolls and personnel lists
- ☐▪ Tax records
- ☐▪ Labour inspection records
- ☐▪ Workers' and employers' organisations

Other sources

- ☐▪ Advertisements of job vacancies
- ☐▪ Newspaper reports of labour conflicts, etc.

Labour market information

⇒ Much of what happens in the labour market has to do with information:

↳ An individual looking for work starts his/her search by obtaining information about vacancies. He /she will seek to find work under the best possible conditions, and this again will imply information.

↳ Employers seek labour services to produce goods or services – to do this, they need information.

Labour market information

- ⇒ What is information? It can be defined as data that have been processed into a form that is of real or perceived value in current or perspective actions or decisions.
- ⇒ It is a concept related to decision making or problem solving, and therefore, may be further defined as anything that reduces uncertainty about choices.

Labour market information

- ⇒ A practical definition of term *labour market information* (LMI) can be formulated in the following terms:
 - ⇒ Any information concerning the size and composition of the labour market or part of the labour market, the way it or any part of it functions, its problems, the opportunities which may be available to it, and the employment-related intentions or aspirations of those who are part of it.
- ⇒ In order to meet the varying needs and requirements of its users, LMI has to be comprehensive, accurate, timely, accessible and usable.

Labour market information

⇒ What are labour market policies?

⇒ They are the full range of mechanisms that are intended to assist in making the labour market operate more *efficiently* and *equitably*.

⇒ This means that labour market policies have a set of objectives that are often conflicting and which makes the monitoring and evaluation of their “effectiveness” particularly difficult.

Labour market information

⇒ In brief, there are six main objectives of labour market policies - to:

- ① Increase employment and reduce unemployment.
- ② Promote labour mobility, or an optimal level and type of mobility.
- ③ Assist in employment restructuring.
- ④ Improve labour productivity, in a broad sense of term.
- ⑤ Make the distribution of employment and unemployment more equitable.
- ⑥ Overcome or reduce the disadvantages faced by *vulnerable social groups*.



Thank you for your attention!