
INTERNATIONAL LABOUR ORGANIZATION

Final Report

**Of the Regional Preparatory Meeting of Labour Statisticians in
support of the 19th ICLS**

Africa

29-31 May 2012 – Addis Ababa, Ethiopia

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Background and objectives

1. The Regional Preparatory Meeting of Labour Statisticians in Support of the 19th ICLS was held from 29 to 31 May 2012 in Addis Ababa, Ethiopia. It was organized by the ILO Department of Statistics, in collaboration with the African Development Bank and the United Nations Economic Commission for Africa (UN ECA), in partnership with the African Union Commission and AFRISTAT, and with support from the ILO/EC Project “Monitoring and Assessing Progress on Decent Work (MAP).”
2. The meeting was one of several being organized by the ILO Department of Statistics in all major regions of the world to promote the participation of countries in the review and update of the international standards of statistics of the economically active population, employment, unemployment and underemployment. Revised draft international standards for labour force and work statistics will be presented for discussion and adoption at the 19th International Conference of Labour Statisticians (ICLS) in 2013.
3. Specifically, the main objectives of the meeting were to: (a) inform participants about the review process in preparation for the 19th ICLS; (b) present the current proposals to update the international standards of statistics of the economically active population, employment, unemployment and underemployment; and (c) promote discussion and gather feedback from countries specific to the region, to further refine the proposed revisions.
4. The proposals presented during the meeting were developed by the ILO Department of Statistics, with the advice of the *Working Group for the Advancement of Employment and Unemployment Statistics*.
5. The meeting was attended by 37 officials from National Statistical Offices representing 22 member States in Africa and from the partner organizing agencies. In addition, 4 observers from the National Statistical Office of Ethiopia participated in the meeting (see Annex I).

Opening session

6. Representatives from the ILO Country Office for Ethiopia and Somalia (Mr. George Okutho, Director); from the African Centre for Statistics, UNECA (Mr. Dimitri Sanga, Director), the Central Statistical Agency of Ethiopia (Ms. Samia Zekaria, Director General); and from the Ethiopian

Ministry of Labour and Social Affairs (H.E. Mr Abdulfetah Abdulahi Hassen, Minister) welcomed participants to the meeting and thanked all of the co-organizing and partner organizations for making this important regional consultation take place. They all reiterated the importance of accurate and timely statistics about labour markets to inform the design of social and economic policies in African countries.

7. Some of the topics at the core of the review were considered central to representing labour markets in countries in Africa –for example work in the production of goods for own final use, including subsistence activities, work carried out by volunteers, and work carried out by unpaid apprentices. Fully measuring these activities was particularly important in view of the economic developments taking place in the region and in the context of the world economy. All speakers indicated their institution’s commitment to supporting the development of an official, regional perspective so that the particular characteristics of labour markets in countries in Africa were incorporated into the global discussion to update the international standards of labour force and work statistics and reflected in the ensuing, revised standards.

Structure of the meeting

8. As detailed in the Agenda (see Annex II), the meeting comprised three main parts:
 - a. **Part I** provided an overview of the 19th ICLS preparatory process, the scope of the review and the current status of labour force statistics in countries in Africa today. It also described the international and national infrastructure required to meet the objectives and scope of labour force statistics and to facilitate their measurement.
 - b. **Part II** was comprised of 10 sessions on the following topics, that looked at issues identified in the current standards for review and update, at current national practice to implement the existing standards, and presented the draft proposals to update the standards:
 - i. Conceptual framework for labour force and work statistics
 - ii. Data collection programmes
 - iii. Current and usual LF measurement framework
 - iv. Employment
 - v. Other forms of work
 - vi. Unemployment

- vii. Persons not in the labour force
 - viii. Measures to supplement the unemployment rate
 - ix. Age thresholds and reference populations
 - x. Communication and dissemination guidelines
- c. **Part III** consisted of a Round Table on "The future of work and labour force statistics – the ICLS revision and its relevance for the Africa Regional Statistical System", wherein the partner institutions shared their reflections on implications of the ICLS revision process for their current and future activities at national and regional levels. A final session summarized the key outcomes of the meeting and identified ways forward.
9. Invited participants acted as discussants for the various topics, reflecting on the relevance, feasibility and applicability to their national reality of the proposals for update presented by the ILO.

I. Summary of outcomes

10. The main outcomes arrived at following the deliberations are summarized in the paragraphs that follow, by substantive topic.

Conceptual framework for labour force and work statistics

11. Participants expressed broad interest as well as some concern with the conceptual framework for work statistics presented by the ILO, in light of their desire for international concepts to reflect both types of labour markets in Africa; the urban organized and the largely rural, unorganized. The need for a flexible statistical framework to reflect the distinct issues affecting persons in employment and in other forms of work seemed best met through the building block approach embedded in the proposed framework. However, there was apprehension that excluding from the revised concept of employment activities to produce goods mainly for own final use, predominant in large rural areas, would reduce the relevance and level of labour force participation rates and decrease the calculated value of labour input for national accounts.
12. The proposed distinction between Employment and Other forms of Work based on "main purpose of the activity", e.g. to generate income in the former, was to fully measure and to give recognition also to these other forms of work, in particular own-production work that would

continue to be part of labour input. Once this was made clear, the meeting concluded that the revised concept of employment (and unemployment) was important for African countries, as it would highlight the limited opportunities and widespread need for remunerated employment in the continent.

Data collection programmes

13. Particularly for African nations with limited financial resources and high turnover of human resources, a national statistical development plan anchored in the ratification of ILO Convention 160 not only guided and supported government efforts but provided an authoritative response to external assistance providers. This would facilitate the integration of labour force statistics with statistics from other domains, particularly national accounts, within the overall national statistical system. Such a sound basis would help to ensure a coherent data collection programme through all available statistical sources.
14. Several countries present raised the importance of being able to plan and coordinate their own national data collections, at least on an annual basis, taking advantage of the various socio-economic surveys being conducted in the country. Such an approach would require evaluating the possible synergies between the surveys. The different household-based surveys (health, labour force, budget etc.) could incorporate a model set of questions or labour force module on this harmonised basis. Some participants indicated, however, that the lack of coordination among international programmes limited such possibilities. A main problem was the use of pre-set survey packages by funding agencies which did not allow modifications to ensure coherence in measurement across national surveys or with international standards such as those adopted by the ICLS. Some requested the ILO to raise this issue at the international level with a view to promote greater coordination and possible harmonization across international household survey programmes.
15. Participants also stressed that the revised standards should incorporate guidelines on the application and use of all possible data sources, including administrative sources that existed in all government offices. Whether establishment or household type surveys as well as administrative registers, coherent and harmonised concepts, definitions and classifications would need to be applied across sources.

Measurement frameworks

16. Participants generally agreed with retaining the labour force framework as the main measurement approach to produce labour force statistics, including its activity principle, priority rule and one-hour criterion; and to use a short reference period of measurement of 7 days or one week. Issues related to the choice of moving as compared to fixed calendar reference periods should be reflected in the revised resolution, to be most flexible for different countries.
17. It was noted that usual activity measured over a long reference period was not collected by most countries in Africa. The approach was complex for application in the field and subject to high measurement error. Often the information collected was not processed nor disseminated. Despite this, some participants raised concern regarding the proposal to remove the usual activity framework from the standards. There was strong consensus that for countries in the region with the paucity of regular survey instruments, it would be a priority to measure employment over a long reference period (12 months or one year), to serve the needs for estimating production. It was recommended that the standards include guidelines for retrospective measurement of employment over such a long reference period for use by countries without sub-annual data collection mechanisms. Such guidelines would meet policy needs better than the existing “usual” activity approach.

Employment

18. Participants generally agreed with the proposed revised scope for employment referring to work whose main purpose is to generate income. Production of goods mainly for own final use and other forms of unpaid work (trainee and volunteer work) were not the type of work that government policies sought to promote as part of employment creation and related labour market policies, so these should be defined and measured separately. There was some concern, however, that exclusion from employment of activities to produce goods for own final use, widespread in rural areas, would reduce their visibility and thus relevance as target for policymaking. To avoid such situations, the revised standards would need to emphasize that separate identification of these activities did not imply that some forms of work were more or less relevant than others, and recommend their regular measurement as per national context and priorities.
19. A point linked to the operational definition of employment related to its reference to the terms “paid” and “self-employment” which referred to status in employment categories and not to the

activity itself. A self-standing operational definition of employment would be preferable. Similarly, clear operational guidelines would be needed to distinguish between market oriented self-employment and production of goods mainly for own final use. Given that bartering was widespread in Africa, the guidelines would also need to clarify whether or not such type of exchange should be considered as evidence that the production was “market-oriented.”

20. Participants welcomed the proposal to identify specific reasons that could be used as clear and direct evidence of formal job attachment among employed persons absent from work. Regarding the proposals for temporary absences from self-employment, the notion of “continued existence of the enterprise”, however, was hard to define and could result in treating persons engaged in self-employment activities as always in employment, regardless of changes in their activity levels during different periods of the year (for example during the off-season). Payment and assurance of return to work, particularly in rural and informal conditions, were also seen as less relevant and thus, not adequate for establishing whether a person absent from employment continued to have a formal attachment to his/her job.

Other forms of work

21. Because a large proportion of work in rural areas was of the “subsistence” agriculture type, questions to distinguish between market-oriented and production of goods for own final use had been tested in a number of household surveys. Country experiences were shared from Gambia and Uganda. The latter included a question on the topic for persons who worked on the “household’s farm” in the last week. The question asked respondents to indicate whether the production was intended: (a) only for sale/barter, (b) mainly for sale, but partly for own consumption, (c) mainly for own consumption but partly for sale/barter, or (d) only for own consumption. Following the proposed revised framework, the last two response options (c and d) would be excluded from employment and instead counted as part of production of goods mainly for own final use. The meeting recommended that these results could serve as a basis to develop operational criteria (main purpose/destination of activity) to measure own-production work.
22. Participants requested further clarification regarding the proposed reference period for measurement of these other forms of work and application of the one hour criterion. The revised standards should include reference to these measurement issues, particularly in the case of own-production work, given the importance of these activities in the continent.

23. Trainees and especially apprentices in urban as well as traditional workplaces were very prevalent in Africa. Significant differences existed between terminology used and the many types and systems relating to such work. Their paid, unpaid or paying status and difference with learning situations or with contributing family worker status was sometimes difficult to assess. Specific criteria for their classification would be helpful. At present, it was not possible to produce separate statistics for persons in such forms of work, but there was a clear policy need for information, not only as informal apprenticeships were particularly important for specific occupations, but also to better understand how young people gained access to the labour market.
24. For the measurement of volunteer work, whose prevalence was relatively small as measured in South Africa, the question of the operational definition of its “unpaid” nature was raised. It was a prevalent practice for volunteers to receive tips, tuitions, and professional as well as national-service type volunteering existed.
25. Participants stressed the need for the revised standards to clarify that for countries such as in Africa where participation and working time in these other forms of work is significant for their work force, the frequency of measurement should be as often as for other major labour force components.

Unemployment

26. In most African countries, the current standards to measure unemployment using the three criteria simultaneously (without work, available and seeking work) had been found of limited relevance to the existing labour market infrastructure and workforce. The notion of job seeking, especially when defined during a short reference period (such as the reference week), was highly problematic given a context with limited job opportunities or channels for seeking employment, especially but not exclusively in rural areas.
27. Even with the relaxation of the seeking work criterion, the majority of the working age population was involved in some form of productive activity. The proposed building block approach thus offered another advantage: it enabled identification of persons seeking employment to generate an income, even while engaged in multiple other forms of (unpaid) work. This would be useful to describe their overall participation in productive activities (e.g.

engaged in volunteer work and/or production of goods mainly for own final use, etc) as well as their status with respect to the labour force (employed, unemployed, not in the labour force).

28. There was therefore general support for the proposed update of the operational guidelines to adhere to a strict measurement of unemployment, and to capture persons not employed, available for employment but not seeking through a separate classification of persons not in the labour force by degree of labour market attachment as well as through supplementary indicators to the unemployment rate. In order for removal of the option to partially relax the seeking work criterion to be acceptable to governments, unemployment statistics would need to be complemented with such additional measures of unmet demand for employment, as well as with other indicators such as long-term unemployment and employment in the informal sector.
29. Regarding the seeking work criterion, there was a general consensus that the reference period to measure active job search should be long "the past 30 days or 4 weeks". African examples of "active job search" methods for market-oriented agricultural work would need to be identified and included in the guidelines. Participants also generally thought that the reference period to measure availability for employment should be extended to the "reference week and the following 15 days".

Persons not in the labour force

30. The term "persons outside the labour force" was used by French and some English speakers to refer to "not in the labour force (LF)"; revised standards will need to clarify the terminology to be used for this category of persons and more generally for the revised and new concepts being introduced.
31. Participants welcomed the proposed classifications of persons outside the labour force by degree of labour market attachment and by main activity status. Some participants questioned, however, whether the classification based on degree of labour market attachment would adequately capture its intended target groups –that is persons without employment who are nonetheless interested in participating in the labour market. In very impoverished settings, persons may not indicate their availability or desire to take employment, as such an option may seem far removed from their every-day reality. Participants also recommended including "off-season" among the reasons for not seeking or not being available for employment.

Measures of unmet demand for employment

32. The framework for measures of unmet demand would help to solve previous frustrations with the labour force (in particular unemployment) concepts. Separate indicators of persons outside the labour force with “marginal” attachment should comprise discouraged job seekers previously identified within unemployment. Disabilities (both physical and mental) also needed to receive special mention within the reasons for marginal attachment, especially for a poor continent where good health was a major issue.
33. Some participants found particularly useful the computation of measures of unmet demand for employment that referred to the total number of persons: (a) in time-related underemployment, (b) with marginal attachment to the labour force as well as (c) a global measure of persons with unmet demand for employment. The proposed rates and ratios, however, required further elaboration. In particular, more work was needed to determine the more appropriate denominator for the computation of a marginal attachment rate or ratio. The use of the labour force as denominator was problematic particularly as there was concern that it may be difficult to explain to users.

Age thresholds

34. The issue of age limits and participation in work is extremely relevant in African countries, where participation starts very early, especially in rural areas, and may end at different ages in different sectors, but extends to those who “work until they drop dead”. Varying positions were taken; linking the statistical age thresholds to legal frameworks would lead to breaks in series at the national level when laws changed, and would affect international comparability as countries set different minimum ages. Delinking child labour from labour force statistics and compiling the latter by 5-year cohorts was suggested, to allow for national limits and for international reporting. However, even national lower-age limits should not go so low that governments were encouraged to find work for children.
35. There was also the key matter of countries in Africa that have only one possibility (annual or less frequent surveys) to collect employment and work related statistics. They needed to be able to measure child labour when no specialized data collection methodology was available. Thus a wider age spectrum was tempting. Some experience had shown, however, that the burden of increased data collected had affected the quality of the information collected and also resulted in information not being analysed or disseminated. Finally, the meaning and relevance of labour

force statistics (as distinct from child labour) beyond the core ages of 15-64 was questioned, although many participants acquiesced with not recommending an upper age limit.

Reference populations

36. There were mixed reactions to the proposed recommendations on the relevant reference population(s) for labour force statistics to meet different objectives. Initially some participants stressed the importance of maintaining consistency between the census and labour force reference populations, excluding institutional populations and in particular members of the military, considered a national security issue. Others, however, felt that new standards should be forward-looking and not based on a current lack of methodological capacity to capture all reference groups. The standards could reflect the need for special data collection methodologies to capture special reference populations, and should refer to the armed forces, labour migrants, nomadic populations, etc. Any limits imposed on the scope of reference populations (as for age thresholds) should take into account national and policy purposes as they would affect national estimates of productivity and labour force participation particularly on the African continent, where short-term and multiple movements of workers across borders were widespread.

Communication and dissemination guidelines

37. Participants considered that it was as important to implement a soundly developed communication strategy to involve all partners and to raise awareness and inform the public, as to carry out data collections. With upcoming revisions, their impact on important time-series and the need to explain and educate users on the new indicators, it would be key for the resolution to highlight the various measures that may be implemented (e.g. explaining revisions to the labour force concepts, breaks in series and interpretation and analysis of results through information media meetings and releases, publicizing of data release calendars, workshops for users and producers, etc). The meeting also emphasized the usefulness of involving all stakeholders not only in releasing survey results and methodological documentation, but in advance of the survey process. It was even mentioned that National Statistical Offices should begin work now on informing other government line ministries of the coming revised international standards (although these had not been adopted yet). Some participants request that clarification be provided regarding which government entity should have primary responsibility for this process (Employment Observatory, National Statistical Office, etc).

Round Table: The Future of Labour Force and Work Statistics

38. Speaking from the respective positions of the African Union Commission, Economic Commission for Africa, Afristat, African Development Bank and the ILO regional statistical advisory services, all panellists clearly appreciated that their development plans to build capacity among African nations would need to take account of the forthcoming revised international statistical standards. They also hoped to continue the inter-agency collaboration represented by this forum, incorporating the new issues raised into their promotion and training schemes, as well as in dealing with their development plans for model questionnaires and surveys.
39. The meeting participants responded positively to the panel, building on the impetus to propose that individual countries support this overall process threefold, namely through: 1) consulting amongst neighbouring countries to share methodological issues; 2) rapidly releasing to the ILO survey results testing different aspects of the proposed revisions; 3) creating a forum for African Statisticians that would engage other African countries with a view to developing a regional perspective on the proposed revised standards. This forum could be facilitated through the ECA online platform *African Statistical Knowledge Network*, at the following website address: <http://ecastats.uneca.org/acsweb/Default.aspx?alias=ecastats.uneca.org/acsweb/askn>. Participants recognized the need for an NSO to spearhead this activity, ensuring dissemination of the specific proposals from the ILO; South Africa indicated its willingness to perform such a function.

Annex I: List of Participants

Africa Regional Preparatory Meeting of Labour Statisticians in Support of the 19th ICLS
(Addis Ababa, Ethiopia - 29-31 May 2012)

Country	Name	Institution
Botswana	Mr. Eden Onyadile	Statistics Botswana
Burkina Faso	Mr. Felix K. Bonkougou	Institut National de la Statistique et de la Démographie
Ethiopia	Mr. Teshome Adno Menago	Central Statistical Agency of Ethiopia
Gambia	Mr. Wally Hadre Ndow	Gambia Bureau of Statistics
Ghana	Mr. Henry Nii Odai	Ghana Statistical Service
Lesotho	Mr. Moseli Gabreiel Khoeli	Bureau of Statistics - Lesotho
	Mr. Matona Mafeka	Bureau of Statistics - Lesotho
Liberia	Mr. Yusuff M. Sarnoh	Liberia Institute of Statistics and Geo-Information Services
Madagascar	M. Faly Hery Rakotomanana	Institut National de la Statistique
Mali	M. Issa Bouare	Institut National de la Statistique
Mozambique	Mr. Xadrique Herminio Maunze	National Statistical Institute
Namibia	Ms. Otya Tjipetekera	Ministry of Labour and Social Welfare
Niger	M. Alio Dangana	Ingénieur Statisticien
Senegal	Mr. Serge Nalar Kouady Manel	Agence Nationale de la Statistique et de la Démographie
Sierra Leone	Mr. Alusine Kamara	Statistics Sierra Leone
South Africa	Mr. Peter Buwembo	Statistics South Africa
	Ms. Desiree Manamela	Statistics South Africa
Tanzania	Mr. Ephraim Elias Kwesigabo	National Bureau of Statistics
Uganda	Mr. Simon Kyewalyanga	Uganda Bureau of Statistics
Zambia	Ms. Nchimunya Nkombo	National Bureau of Statistics
Zimbabwe	Mr. Mutasa Dzinotizei	ZIMSTAT

OBSERVERS

Mr. Alemayehu Teferi Gudina	Central Statistical Agency
Mr. Kedir Mamo Tessega	Central Statistical Agency
Mr. Abbay Getachew Kekeba	Central Statistical Agency
Mr. Tiruzer Tenagne Bayeh	Central Statistical Agency

CO-ORGANIZERS

Mr. Besa Muwele	African Development Bank
Mr. Sylvester Young	Consultant for the African Development Bank
Mr. Eric Norbert Ramilison	AFRISTAT
Mr. Koriko Ousman	AFRISTAT
Mr. Samson Nougbohoue	African Union Commission
Mr. Issoufou Seidou Sanda	UNECA - African Centre for Statistics
Mr. Ayenika Godheart Mbiydenyuy	UNECA - African Centre for Statistics

**International
Labour Office**

Mr. Hakki Ozel	ILO Department of Statistics, Geneva, Switzerland
Ms. Elisa Benes	ILO Department of Statistics, Geneva, Switzerland
Ms. Sophia Lawrence	ILO Department of Statistics, Geneva, Switzerland
Mr. Honoré Djerma	ILO Dakar

Annex II: Meeting Agenda

Day 1	
9:00 –10:15 am	Opening Ceremony -Mr. George Okutho, Director, ILO Country Office for Ethiopia and Somalia - Mr. Dimitri Sanga, Director , African Centre for Statistics, UNECA -Ms. Samia Zekaria, Director General, Central Statistical Agency, Ethiopia -H.E. Ato Abulfetah Abdulahi Hassen, Minister, Ministry of Labour and Social Affairs, Ethiopia
10:15-10:45 am	Coffee break (30 min)
10:45–11:15 am	CONTEXTUAL SESSION Objectives of the meeting and expectations from participants; 19th ICLS process and scope of review -Mustafa Hakki Ozel, ILO –Geneva Setting the stage: labour force statistics in Africa today -Honoré Djerma, ILO –Dakar -Eric Norbert Ramilison, AFRISTAT -Samson Nougbohoue, AUC - Issoufou Seidou Sanda, UNECA
11:15–12:00 pm	
12:00–12:30 pm	
12:30-1:30 pm	Lunch break (1 hour)
1:30 – 2:15 pm	SESSION 1 <i>Chair: Henry Nii Odai, Ghana Statistical Service –Ghana</i> Conceptual framework for labour force and work statistics • Persons, jobs and activities • Illustration -Elisa Benes, ILO –Geneva Perspectives from regional WG members - Ousman Koriko, AFRISTAT - Simon Kyewalyanga, UBS –Uganda Plenary Discussion
2:15 – 2:30 pm	
2:30 – 2:45 pm	
2:45 – 3:15 pm	
3:15 – 3:45 pm	Coffee break (30 min)
3:45 – 4:15 pm	SESSION 2 <i>Chair: Mutasa Dzinotizej, ZIMSTAT -Zimbabwe</i> Data collection programmes • Current labour force and work statistics programme • Non-current labour force and work statistics programme -Honoré Djerma, ILO –Dakar <i>Invited discussant: Issa Bouare, INS –Mali</i> Plenary Discussion
4:15 – 4:30 pm	
4:30 – 5:00 pm	

Day 2	
9:00 – 9:30 am	SESSION 3 <i>Chair: Xadrique Maunze, NIS –Mozambique</i> Labour force measurement framework (part I) • Current and usual measurement <i>-Honoré Djerma, ILO –Dakar</i>
9:30 – 9:45 pm	<i>Invited discussant: Eden Onyadile, Statistics Botswana –Botswana</i>
9:45 – 10:15 pm	Plenary Discussion
10:15 – 10:45 am	Coffee break (30 min)
10:45-11:10 am	SESSION 4 <i>Chair: Xadrique Maunze, NIS –Mozambique</i> Employment • Operational definitions and treatment of specific groups <i>-Mustafa Hakki Ozel, ILO –Geneva</i>
11:10-11:25 am	<i>Invited discussant: Moseli Khoeli, Bureau of Statistics –Lesotho</i>
11:25-11:50 pm	Plenary Discussion:
11:50-12:15 pm	Other forms of work • Scope and operational definitions <i>-Sophia Lawrence, ILO –Geneva</i>
12:15-12:30 pm	<i>Invited discussant : Teshome Adno Menago, CSA –Ethiopia</i>
12:30-1:30 pm	Lunch break (1 hour)
1:30 –2:00 pm	Plenary Discussion
2:00 –2:30 pm	SESSION 5 <i>Chair: Peter Buwembo, Statistics South Africa –South Africa</i> Unemployment • Operational definition, criteria and reference periods • Treatment of specific groups <i>-Elisa Benes, ILO –Geneva</i>
2:30 – 2:45 pm	<i>Invited discussant: Faly Hery Rakotomanana, INS –Madagascar</i>
2:45 – 3:15 pm	Plenary Discussion
3:15 – 3:45 pm	Coffee break (30 min)
3:45 – 4:00 pm	SESSION 6 <i>Chair: Yusuff M. Sarnoh, LISGIS –Liberia</i> Time-related underemployment • Operational definition and criteria • Relevant subgroups <i>-Sophia Lawrence, ILO –Geneva</i>
4:00 – 4:15 pm	SESSION 7 <i>Chair: Yusuff M. Sarnoh, LISGIS –Liberia</i> Persons not in the labour force • Operational definition and classifications • Treatment of specific groups <i>-Elisa Benes, ILO –Geneva</i>
4:15 – 4:30 pm	<i>Invited discussant: Wally Hadre Ndow, Gambia Bureau of Statistics –Gambia</i>
4:30 – 5:00 pm	Plenary Discussion

Day 3	
9:00–9:30 am	SESSION 8 <i>Chair: Alusine Kamara, Statistics Sierra Leone –Sierra Leone</i> Measures to supplement the unemployment rate - Objectives, scope and relation with other indicator sets - Potential components - Type of measure(s), units and denominators <i>-Elisa Benes, ILO –Geneva</i>
9:30–9:45 pm	<i>Invited discussant: Otya Tjipetekera, Ministry of Labour and Social Welfare –Namibia</i>
9:45–10:15 am	Plenary Discussion
10:15–10:45 am	Coffee break (30 min)
10:45–11:00 am	SESSION 9 <i>Chair: Serge Nalar Kouady Manel, ANSD –Senegal</i> Labour force measurement framework (part II) - Age thresholds - Links between child labour statistics and labour force statistics <i>-Mustafa Hakki Ozel, ILO –Geneva</i>
11:00–11:15 am	<i>Invited discussant: Felix Bonkougou, INSD –Burkina Faso</i>
11:15–11:45 am	Plenary Discussion
11:45–12:00 pm	Reference populations <i>-Elisa Benes, ILO –Geneva</i>
12:00–12:15 pm	<i>Invited discussant: Ephraim Kwesigabo, NBS –Tanzania</i>
12:15–12:30 pm	Plenary Discussion
12:30–1:30 pm	Lunch break (1 hour)
1:30 – 1:45 pm	SESSION 10 <i>Chair: Alio Dangana, INS –Niger</i> Communication and dissemination guidelines <i>-Sophia Lawrence, ILO –Dakar</i>
1:45 – 2:00 pm	<i>Invited discussant: Nchimunya Nkombo, CSO –Zambia</i>
2:00 – 2:30 pm	Plenary Discussion
2:30 – 3:15 pm	Round Table: The Future of Work and Labour Force Statistics The ICLS revision and its relevance for the Africa Regional Statistical System - Samson Nougbohoue, AUC - Sylvester Young, AfDB - Issoufou Seidou Sanda, UNECA - Ousman Koriko, AFRISTAT - Honoré Djerma, ILO –Dakar
3:15 – 3:45 pm	Coffee break (30 min)
3:45 — 4:30 pm	Plenary Discussion
4:30 – 4:45 pm	Key outcomes and way forward <i>-Elisa Benes, ILO –Geneva</i>
4:45 – 5:00 pm	Closing