

# Job counting – from employment and unemployment to work and labour underutilization

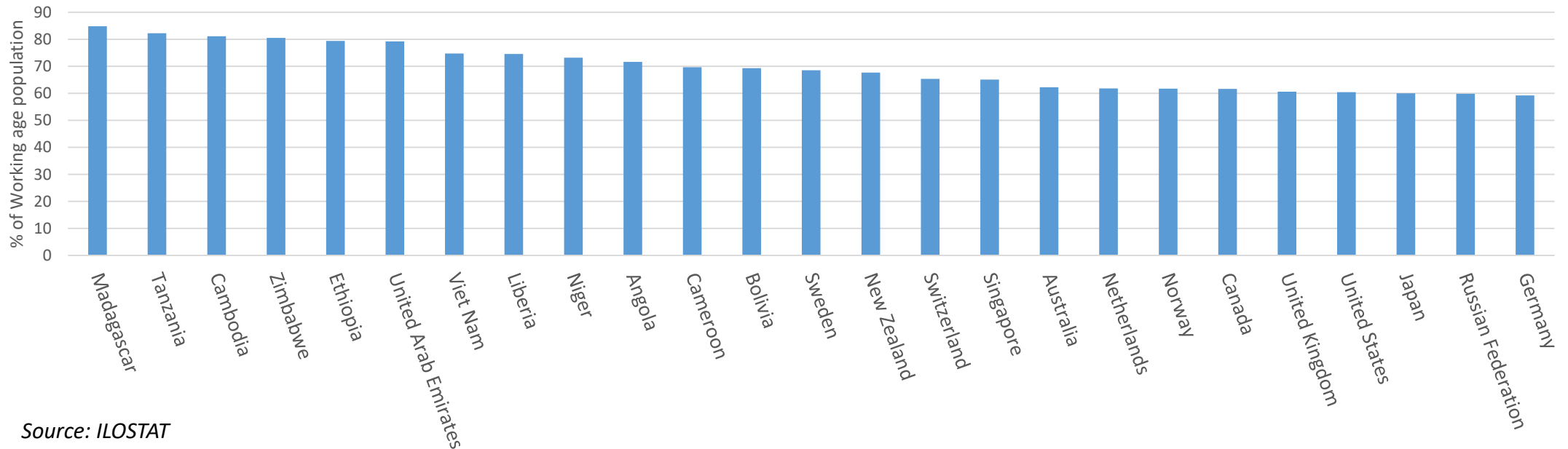
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# Limitations of statistics using 1982 standards

- Employment covered both paid and unpaid work (in theory)
  - In practice countries adapted coverage to national context
  - Difficult to interpret international comparisons
  - Imperfect link to employment policy (plus gender bias etc).

Employment to population ratio by country (ILOSTAT, latest year available)



Source: ILOSTAT



## Limitations of statistics using 1982 standards (2)

- Unemployment insufficient to reflect all different situations of labour underutilization
  - Also not reacting as expected in face of crises
- Need to develop wider set of indicators to supplement the unemployment rate
  - Based on country experiences (e.g. U1 to U6 in the US)



# New Standards – 19th ICLS in 2013

Wider definition of  
'work' with multiple  
forms of work

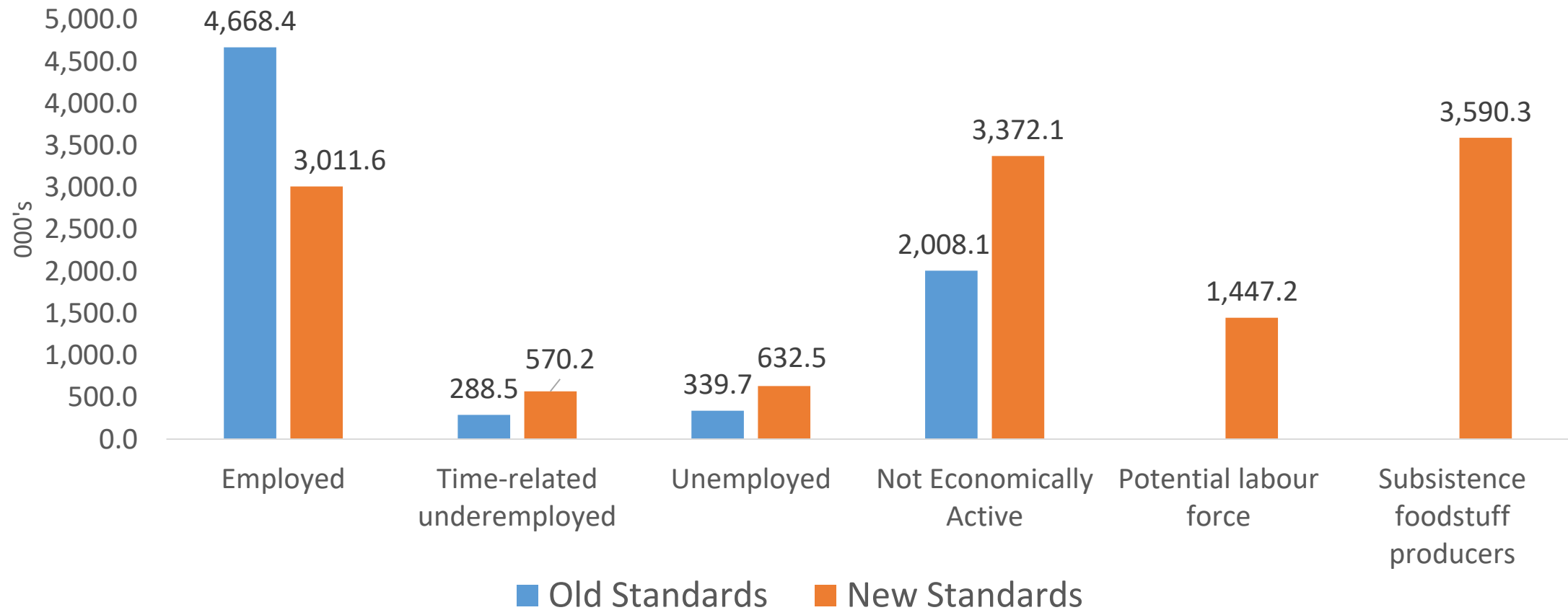
- Employment is one form of work (work done for pay or profit)
- Also own-use production work, volunteer work, unpaid trainee work
- Recognition that people can be doing multiple forms of work in the same time period

4 proposed labour  
underutilization  
indicators (including  
unemployment rate)

- Unemployed
- Unemployed plus time related underemployed
- Unemployed plus 'potential labour force'
- Composite rate including all components

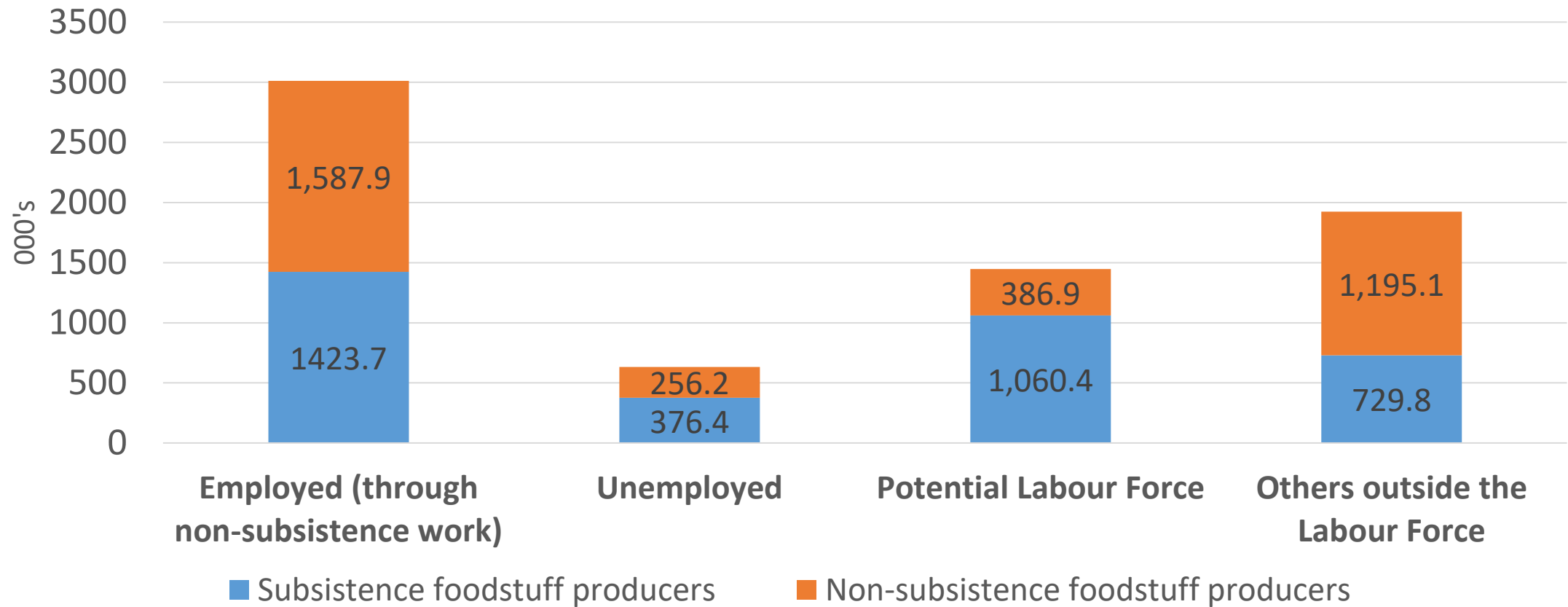
## Illustration: Old versus new standards

Labour Market Estimates, Rwanda, Old and New Standards, 2017

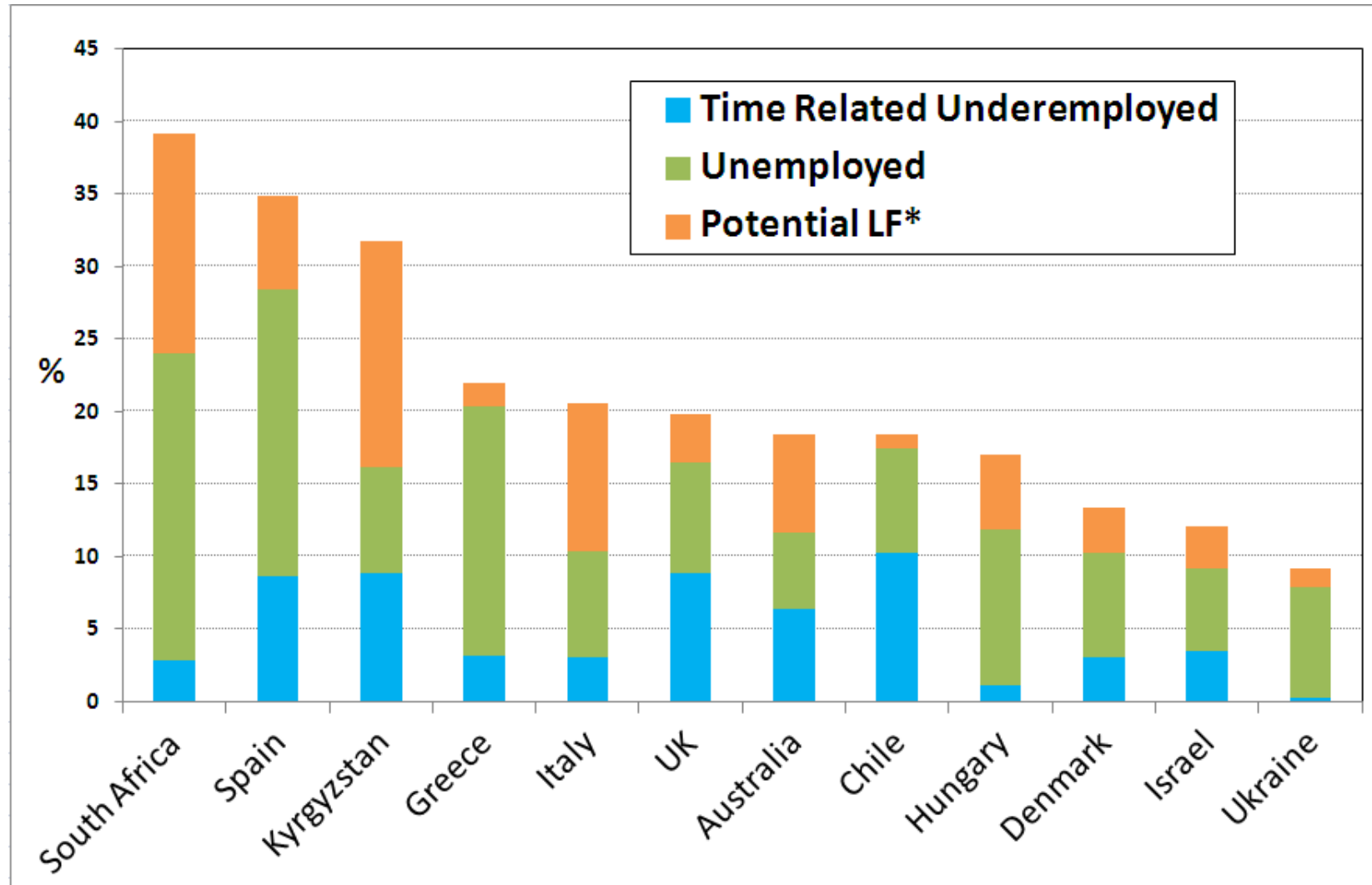


# Illustration: Old versus new standards – subsistence foodstuff producers

Labour market status by participation in subsistence work, new standards,  
Rwanda 2017

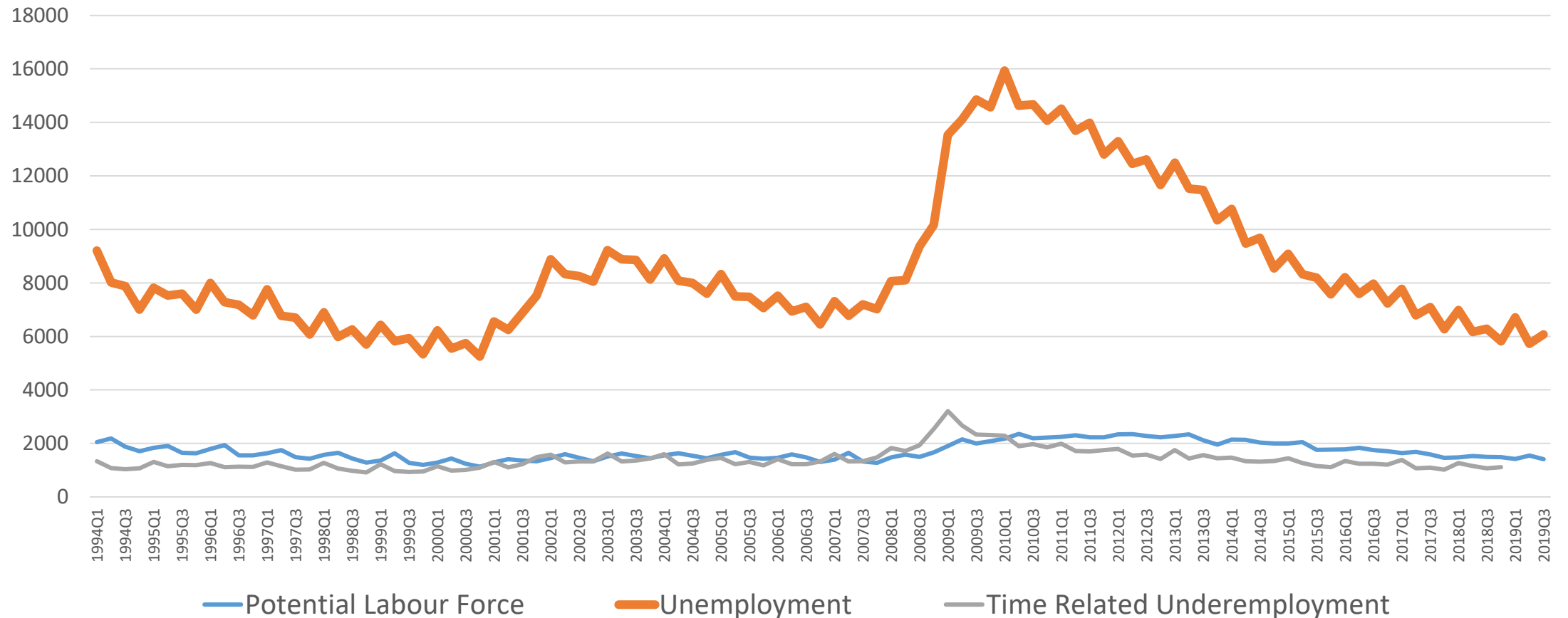


# Illustration: Labour underutilization Composite indicator (LU4)



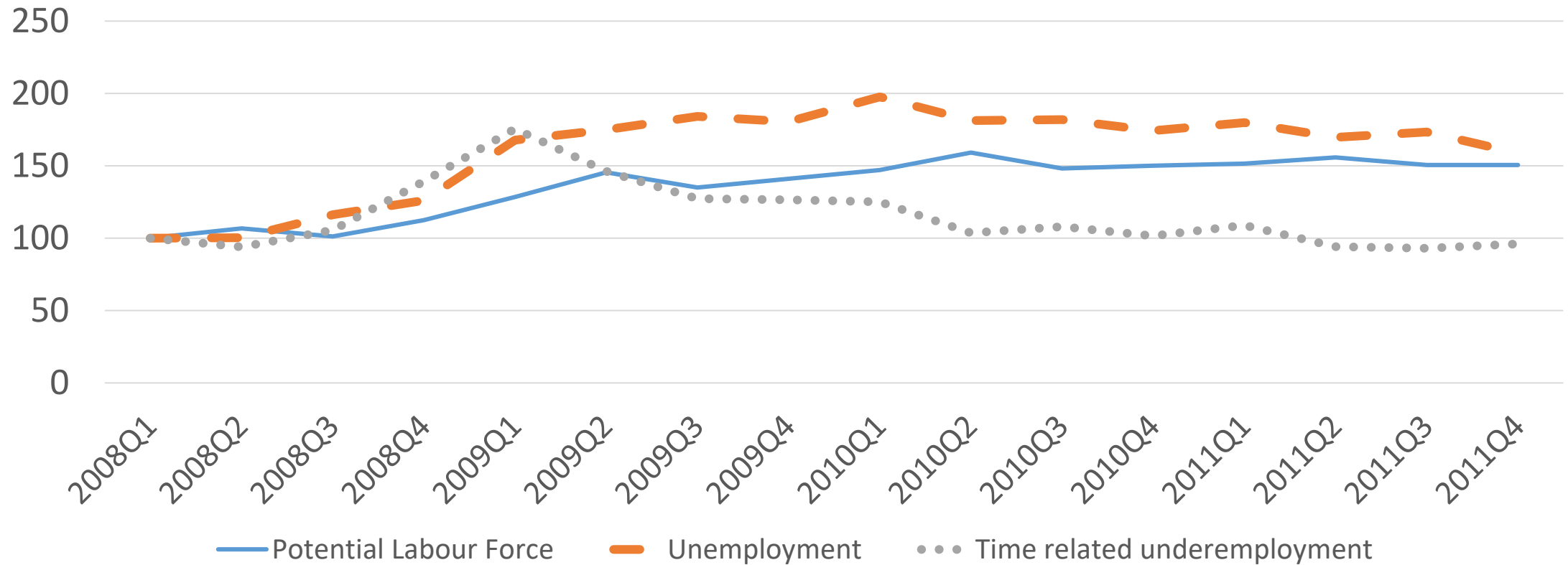
# Illustration: Labour Underutilization components

United States of America - Labour Underutilization, 1994 to 2019



# Illustration: Labour Underutilization components

Labour Underutilization - United States of America, 2008 to 2011  
(Q12008=100)



## What next?

- Mainstreaming of regular measurement and dissemination using the latest standards
- Also expand our frameworks on characteristics of work people do
  - More meaningful description of work relationships, formality etc.
  - Particularly important as policies for formalisation are being counterbalanced by increasingly informal work arrangements (gig-economy) and various other phenomenon