



CAPACITY BUILDING WORKSHOP ON WORK STATISTICS (19th ICLS Resolution), WORKING TIME, INFORMALITY AND WAGE STATISTICS FOR SADC SOCIAL PARTNERS, JOHANNESBURG, SOUTH AFRICA, October 6th – 9th October 2015

1. Background

The 19th International Conference of Labour Statisticians (ICLS) held in Geneva from 2 to 11 October 2013 adopted a new international statistical standard, the *Resolution concerning statistics of work, employment and labour underutilization*, which updated the previous standards on the economically active population, employment, unemployment and underemployment. As a follow up to this new resolution, there is a need to share its content with social partners to better understand conceptual frameworks in labour statistics for evidence-based policymaking and social dialogue. The training will facilitate informed social dialogue based on the use of sound indicators produced using internationally accepted statistical standards. It will make clear the importance of implementing the ICLS standards in the context of national labour statistics systems.

The 19th ICLS final report and adopted standards were approved by the International Labour Organization (ILO) Governing Body on 27th March 2014. Thus, the outcomes of the 19th ICLS are now fully endorsed by the ILO. Countries around the world are now eager to begin the implementation of the New Resolution concerning statistics of work, employment and labour underutilization (hereafter referred to as the 19th ICLS Resolution on work statistics).

In December 2014, the SADC Secretariat and the ILO Decent Work Team in Pretoria convened a capacity Building Workshop on Work Statistics (based on the 19th ICLS Resolution on work statistics) and Labour Migration Statistics, from 15th to 19th December, 2014 in Johannesburg, South Africa. All 15 SADC Member States were represented as well as selected Workers representatives (SATUCC, COSATU, LECODU, ZCTU) and selected Employers representatives (ALEB and Employer Confederation of Zimbabwe).

Workshop participants recommended to SADC Member States that a new capacity building activity should be organized that would target high-level tripartite Regional and National committees on various aspects of the 19th Resolution on work statistics and other ICLS standards pertaining to the production of labour market information in order to encourage their implementation. In this process, working time, informality and wage statistics will also be covered by this workshop since these statistics are also of interest of social partners, the target audience of this activity

2. Rationale

Having a basic understanding of the decent work indicator measurement framework and indicators and the international labour statistics standards that ensure coherence and comparability in statistical production will provide a foundation to social partners for understanding key aspects of labour statistics that can be applied in national contexts.

Workers' and employers' organizations need reliable and timely information on a wide range of topics for decision making and social dialogue, including Labour Market Information (LMI) on job availability and demand, the composition of human resource skills, training opportunities, productivity levels, wage levels, working conditions, adoption of collective agreements, labour regulations governing collective bargaining processes, occupational health and safety matters, as well as skills profiles for various jobs and professions. This information is not available in all countries, and efforts are needed to build capacity and awareness among social partners about basic indicator frameworks, ICLS standards and statistical requirements with a view to fostering the construction of a statistical system that meets data users' needs.

Where available, such information enables employers to refine their personnel management policy, collective bargaining strategies, human resource training and re-training policies and to decide on the time and scale of their investments. It also helps employers to make decisions about upgrading their employees' skills; access information on skills available on the labour market; access information on different labour characteristics such as labour policies, labour costs etc.

For their part, workers and their respective professional organizations need information on expected changes in labour markets to draw up their strategies for collective bargaining.

Employers' and workers' organizations play a crucial role in the effective functioning of Labour Market Information Systems. To facilitate improvement of labour statistics included in LMI repositories, stakeholders need to understand the importance of the implementation of key ICLS standards, including the 19th ICLS resolution on work statistics.

3. Objectives

The main objective of the training is to strengthen the technical capacity of the workers' and employers' representatives on key international statistical standards in support of the development of decent work indicators, and in particular on the new framework for work statistics for better informed decent work policymaking, collective bargaining and enhanced participation in the tripartite national committees. It should deepen tripartism and social dialogue by strengthening the capabilities and knowledge base of the social partners.

The workshop will serve the following specific objectives:

- (1) Promote the understanding and sharing of best practices on the decent work measurement framework, including indicators for monitoring decent work in line with decent work policy objectives.
- (2) Build capacity in labour statistics with a focus on the 19th ICLS Resolution on work statistics, employment, and labour underutilization and identify the challenges and actions for its implementation through the labour force survey and establishment survey;
- (3) Strengthen capacity regarding gender mainstreaming in labour statistics to promote the production and use of statistics disaggregated by sex;
- (4) Foster an understanding about key concepts and indicators related to wage statistics, working time and informality. It will also support knowledge sharing regarding the statistical information necessary for establishing and adjusting the minimum wage.

4. Expected Results

With the assistance of the ILO, participants will have the opportunity to familiarize themselves with the main outcomes of the 19th ICLS Resolution on work statistics and other ICLS standards related to key labour market indicators. Therefore, it is expected that:

1. Knowledge about the decent work measurement framework, and key ICLS standards is enhanced, in particular as regards the 19th ICLS Resolution concerning statistics of work, employment and labour underutilization, including its implications for monitoring labour market conditions ;
2. Challenges for social partners regarding labour statistics are identified and actions to be taken are formulated to implement the 19th ICLS Resolution on work statistics;
3. The key statistical indicators and methods related to setting and adjusting minimum wage is discussed and knowledge enhanced;

4. Country experiences, challenges and good practices in the use of key decent work indicators are shared.
5. Knowledge about the working time and informality and their measurement framework is enhanced.

5. Methodology

The training will be conducted by ILO experts. The training is intended to be highly interactive, encouraging discussions and opportunities for interactions between social partners from SADC countries with different experiences. The training will consist of four components as follows:

- The first part of the training will present the framework for measuring decent work, including current indicators and an overview of labour statistics that supports the production of statistical indicators.
- The second part will focus on understanding the 19th ICLS Resolution concerning statistics of work, employment and labour underutilization, as well as ICLS standards on working time statistics, wages statistics, and measuring informality. Statistical information and methods used in setting the minimum wage will also be a key focus.
- The third part will be devoted to identifying challenges and actions to be taken to implement the 19th ICLS Resolution on work statistics in SADC Member States as well as the importance of gender mainstreaming in labour statistics.
- The last part will deal with country experiences in the use of decent work indicators for setting minimum wages and monitoring progress towards decent work.

The workshop will rely on a range of ILO training materials used at the country and regional levels that will be adapted to the profile of the participants.

6. Organization

The training will be co-organized by SADC and ILO/DWT Pretoria.

7. Funding

The training workshop will be funded by the ILO.

8. Date and Venue

The workshop will last 4 days, from **6th to 9th October 2015**, and will be held at:

Johannesburg at Holiday Inn Johannesburg Airport, 100 North Rand Road, Bardene, Boksburg.

9. Participants

The target group of this training is the social partners - workers and employers representatives and will consist of senior managers and experts responsible for LMIS in SADC countries.

The Participants will be drawn from the following institutions:

- i) SADC Secretariat
- ii) SATUCC Secretariat
- iii) SADC Private Sector Forum Secretariat
- iv) COSATU
- v)

The country participants will be provided with a round trip ticket for the most economic and direct route from their country to the Workshop venue as well as a daily subsistence allowance for the period covered by the Workshop.

9. Information

For further information on the training workshop, please contact:

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PRELIMINARY AGENDA

Day 1	
8:30 –9:00	Arrival and participant registration
9:00 –10:00	Opening Ceremony <ul style="list-style-type: none">✓ <i>Mr. Vic van Vuuren, Director ILO Pretoria Office</i>✓ <i>Mr. A Chitambo, Southern Africa Development Community (SADC)</i>✓ <i>DG, Department of Labour, South Africa</i>✓ <i>SATUCC</i>✓ <i>SADC Private Sector Forum Secretariat</i>
10:00-10:30	Group photo and Tea break (30 min)
10:30-11:00	Objectives of the workshop and expectations from participants Mr. Coffi Agossou, ILO
11:00 - 13:00	SESSION 1 Policy and Decent Work Indicators Framework: <ul style="list-style-type: none">-Coherence between national policies and statistical planning-Decent Work Indicators (DWI) Framework-Overview of labour statistics to support monitoring decent work, including international standards in labour statistics-Key statistical instruments for DWI Mr. Coffi Agossou, ILO Q&A session and group discussion

13:00-14:00	Lunch break (1 hour)
14:00 –15:15	<p>SESSION 2</p> <ul style="list-style-type: none"> ➤ Overview of 19th ICLS Resolution on Work, Employment and Labour underutilization ➤ Conceptual frameworks: Forms of work and labour underutilization <p style="text-align: center;"><i>Ms Monica Castillo, ILO</i></p> <p>Q&A session and group discussion</p>
15:15 – 15:30	Tea break (15 min)
15:30-16:30	<p>SESSION 3</p> <p>Own-use production work: Components, measurement and dissemination issues</p> <p style="text-align: center;"><i>Mr Coffi Agossou, ILO</i></p>

Day 2	
8:30-10:00	<p>SESSION 4</p> <p>A- Employment, main and secondary jobs: Measurement and dissemination issues</p> <p>B - Classification of the working age population by labour force status:</p> <p>Impact of the new resolution</p> <p>Ms Monica Castillo, ILO</p> <p>Q&A session and group discussion</p>
10:00-10:30	Tea break (30 min)
10:30-12:00	<p>SESSION 5</p> <p>- Working time statistics: concepts and definitions</p> <p>Ms Monica Castillo, ILO</p> <p>Q&A session and group discussion</p>
12:00-13:00	Lunch break (1 hour)
13:00 – 15:15	<p>SESSION 6</p> <ul style="list-style-type: none"> ➤ A- Measures of labour underutilization: Time-related underemployment: Measurement and dissemination issues ➤ B- Measures of labour underutilization: Unemployment ➤ C- Potential labour force and Labour Underutilization Indicators Measurement and dissemination issues <p>Mr. Coffi Agossou</p> <p>Q&A session and group discussion</p>
15:15 – 15:30	Tea break (15 min)
15:30 – 16:30	<p>SESSION 7</p> <p>Wages statistics: concepts and definitions</p>

	<p>Ms Monica Castillo, ILO</p> <p>Q&A session and group discussion</p>
Day 3	
8:30 – 10:00	<p>SESSION 8</p> <p>Minimum Wages: Statistical Input for Minimum Wage Setting and Monitoring/Analysis</p> <p>Ms Monica Castillo, ILO</p> <p>Q&A session and group discussion</p>
10:00-10:30	Tea break (30 min)
10:30 - 12:00	<p>SESSION 9</p> <ul style="list-style-type: none"> ➤ Informality: Concepts and definitions <p>Mr. Coffi Agossou, ILO</p> <ul style="list-style-type: none"> ➤ Q&A session and group discussion
12:00-13:00	Lunch break (1 hour)
13:00 – 15:00	<p>SESSION 10: Group work</p> <p>Challenges and actions for implementation of 19th ICLS resolution in SADC countries, Mr Coffi Agossou, ILO</p>
15:00 – 15:15	Tea break (15 min)
15:15 – 16:30	<p>Consolidation : Challenges and actions for implementation of 19th ICLS resolution in SADC countries, Coffi & Monica, ILO</p>

Day 4	
8:30 – 10:00	<p>SESSION 11</p> <ul style="list-style-type: none"> ➤ Gender mainstreaming in labour statistics Ms Mwila Chigaga, ILO ➤ Q&A session and group discussion
10:00-10:30	Tea break (30 min)
10:30 - 12:00	<p>SESSION 12</p> <ul style="list-style-type: none"> ➤ SATUCC consultative meeting, Ms Inviolata Chiyangarara, ILO ➤ SADC Private Sector Forum consultative meeting Ms Rose Anang, ILO
12:00-12:30	<p>SESSION 13</p> <p>Closing remarks</p> <p><i>Mr. Joni Musabayana, Deputy Director, ILO Pretoria Office</i></p> <p><i>Mr Chitambo, SADC</i></p>
12:30-13:30	Lunch