



# Persons in employment, main and secondary jobs and Classification of the working age population by labour force status

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## Form of work: Employment





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- Notion of “for pay / profit”
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## Persons in employment Operational definition -19<sup>th</sup> ICLS (§ 27-32)

**“Working age persons who  
in the **reference week / last 7 days**  
were engaged in **any activity**  
to produce goods or provide services **for pay or profit**”**

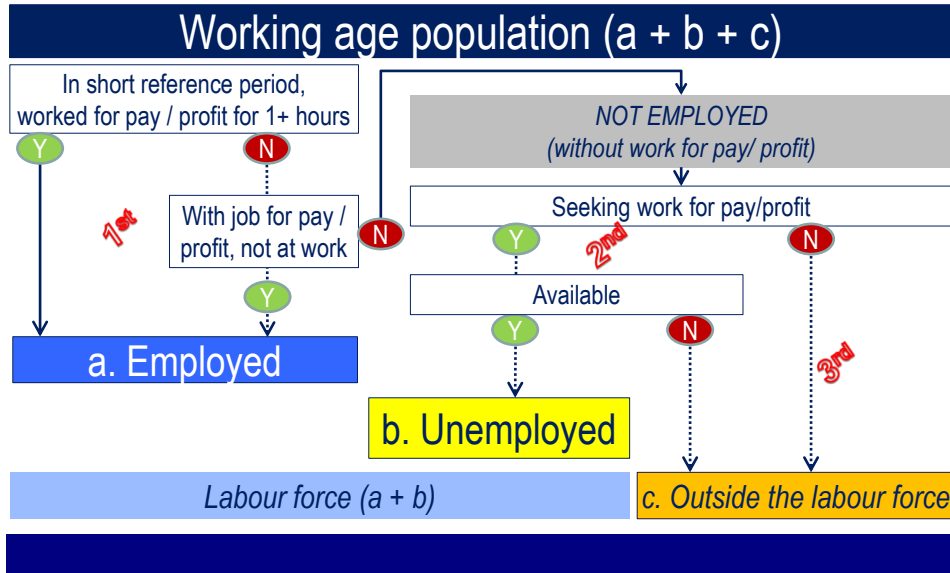
### Two groups

- **Employed, at work:**
  - Worked for pay or profit for **at least 1 hour**
- **Employed, not at work:**
  - Worked already in the job, but not at work due to:
    - Working time arrangement (shift work, flexitime)
    - Temporary absence (expects to return within short period)



# Labour force status classification

Activity principle + priority rule + 1 hr. criterion



## 1 hour criterion

Retained

### Reasons

- Ensures **mutually exclusive** and **complete classification** of working age population by labour force status
  - Employed / Unemployed / Outside labour force
- Covers **all types of employment** including short-time work, casual work, stand-by work, & other irregular employment
- Captures employment by persons who may also be students, housewives, pensioners
- Capture **all labour inputs from employment** activity into production (for national production accounts)



## Persons in employment: Main updates in operational definition

- Based on accumulated national practice
  - **Refined short reference period for measurement**
    - Reference week, last 7 days (no longer alternative 1 day)
  - **Concept restricted to work for pay or profit**
    - New guidance to establish main intended destination of activity (for sale / for own final use)
  - **No more reference to status in employment groups**
    - Same treatment for all groups regardless of status in employment
    - No optional hours' threshold for contributing family workers
  - **Simplified guidance to determine temporary absence**
    - Job attachment assessed using reason for absence, and for certain reasons: total duration and continued remuneration



## Temporary absence from employment: Need to be short & keep job attachment

### Reason

- Personal sick leave
  - Short illness
  - Occupational injury
- Annual leave
  - Public holidays
  - Vacation
- Maternity/paternity leave
  - Compulsory period

### Reason (not sure job attachment)

- Personal absence due to
  - Education leave
  - Parental leave, care for others, etc.
- Strikes or lockouts
- Reduction in economic activity
  - Temporary lay-off
  - Slack work
- Work disorganization/suspension
  - Bad weather
  - Mechanical, electrical breakdown
  - ICT problems
  - Shortage of materials, fuel

Employed

Employed if short absence  
(<3 months) and/or pay



## Treatment during the Low / off season

- **Employed if person continues to do some of the tasks / duties of the job**
  - Prepare, clear the land; maintain shop, order supplies ...
- **Not employed if tasks / duties of the job stop**

### Why ?

- To capture seasonality of employment
- To monitor demand for other jobs during off-season



## Notion: “For pay or profit”

- **Remuneration paid in cash or in kind**
  - Wages or salaries for time worked or work done
  - Profits derived from sale / barter of goods and/or services produced (i.e. excludes production intended mainly for own final use)
- **Payable (i.e. whether actually received or not)**
  - Accommodates different pay periods, owed income etc.
- **Directly to person performing work or indirectly to a household or family member**
  - Includes contributing family workers (who help in household business)
    - Their work contributes to the income received by the family





## Main intended destination: For market / For own use

- For self-employment
  - Essential to establish that the production is intended **mainly for use by other units** (i.e. market-oriented)
  - Even if products are not sold / bartered (e.g. bad season)
- Need to test

*Example*

Q. In general, are [*the products*] obtained from this work intended mainly for sale/barter or mainly for your own family use?

1=Only for sale / barter

2=Mainly for sale / barter but some for own or family use

3=Mainly for own or family but some for sale/barter

4=Only for own or family use



Employment

Own-use  
production work



## Self-employment activity

- Consider as **employed** when:
  - **Activity intended to produce goods or provide services mainly for sale / barter**
    - Even if some of the production is kept for own/family use
  - **Ready to start operating**
    - Materials, resources are in place
    - First order / clients are received
  - **Regardless of profit made or loss**
  - **Formal / informal, fixed premises / mobile**





## Treatment of particular cases:

- **Participants in employment promotion programmes** (e.g. labour intensive, skills training / re-training programmes, grants to start own business, )
  - Employed if working for pay / profit
- **Members of military** (e.g. regular career members, temporary conscripts)
  - Employed
- **Persons with a job while on training required by job**
  - Employed (at work)
- **Persons who have a job offer to start in future**
  - Not employed (has not yet started to work)
- **Persons with right to return to a job, but on extended absence** (e.g long-term education leave)
  - In principle, not employed (if paid, countries may decide)



## Quiz (1): Employed or Not employed ?

1. **Student who works on weekends at a supermarket for tips**
2. **Student doing an unpaid internship at a business**
3. **Student who helps tutor children during after-school hours**
4. **Homemaker who washes and irons clothes for pay**
5. **Pensioner who drives a taxi in the evenings**
6. **Farmer who grows rice mainly for family consumption, and from time to time sells the surplus to neighbors**





## Quiz (2):

Employed (at work/not at work) or Not employed ?

7. Rickshaw driver standing in the corner waiting for clients
8. Office secretary away on maternity leave
9. Teacher away at a conference
10. Fisherman staying at home during the rainy season
11. Informal whole sale trader waiting at home for new shipment
12. Government employee on education leave for 3 years



Job  
Revised definition

§12(b)

**“set of tasks and duties performed,  
or meant to be performed,  
by one person for a single economic unit”**

- Restricted to Employment
  - ≈ “Work activity” for other forms of work
- Avoids reference to Status in Employment categories
  - As ICSE-93 is currently under revision
- Links “job” to a single economic unit
  - May be a market-unit, non-market unit or household





## Multiple job holding & Main job §12(b) Revised definitions

### Multiple job-holding:

- **Main job:** That in which the person usually works the most hours, even if absent in the short reference period
  - If same hours, then highest income. If same income, then as self-declared
  - Emphasizes integration with national accounts (labour input)
- **Job(s) of self-employed:** # of economic units owned or co-owned
  - Not number of clients served
  - Difficult to assess in the case of informal self-employment activities
  - For informality, recommended to separately identify activities in different industries



## Quiz: How many jobs, which is the main?

1. Full-time government employee, on vacation in the reference week, who also teaches a one-hour class twice a week
2. Person who works for the education department, teaching in the mornings at one school and afternoons at another school
3. Self-employed person who has a hardware shop and also works as a plumber on weekends
4. Farmer who grows vegetables for sale and also spends a few hours a week manufacturing brooms for sale



## Persons in employment: Measurement in household surveys

- Need to identify persons with all types of jobs
  - Need to add several questions
- Questions should be appropriate for persons in all types of jobs
  - Self-employment jobs (employer, own account worker, contributing family worker)
  - Employee jobs (permanent, temporary, casual, including as paid apprentice)
- Useful to include examples in the questionnaire of most common types of jobs/activities likely to go unreported
  - casual, informal and/or part-time jobs
  - Or use an activity list



## Main and secondary jobs: Measurement in household surveys

- For main job: Useful to include introductory statement
  - “The next questions are about the main job held last week, that is, the one in which (NAME) usually works the most hours, even if he/she was absent last week”
- For secondary jobs: Useful to have statement to reduce underreporting
  - “Nowadays, with current economic conditions, many people have two or more jobs, last week did you have any other job or business activity, even if you were temporarily absent”
- Measure for all jobs:
  - Working time; employment-related income (if included in survey)
- Essential characteristics of 2<sup>nd</sup> jobs, only if prevalent in the country
  - Occupation, Industry, Status in Employment, Institutional sector
  - May be measured on a non-frequent basis to reduce burden
  - Detailed characteristics if assessing size of informal economy



## Classification of the working age population by labour force status



### Labour force: Concept

“Refers to the current supply of labour  
for the production of goods and services  
in exchange for pay or profit”

*Para 11, Resol I. (19<sup>th</sup> ICLS, 2013)*

**Labour force = Employed + Unemployed**

- Focuses on work transacted for pay or profit
- Provides snap-shot picture of labour market at a given point in time
- Serves to monitor labour market responses to economic cycles



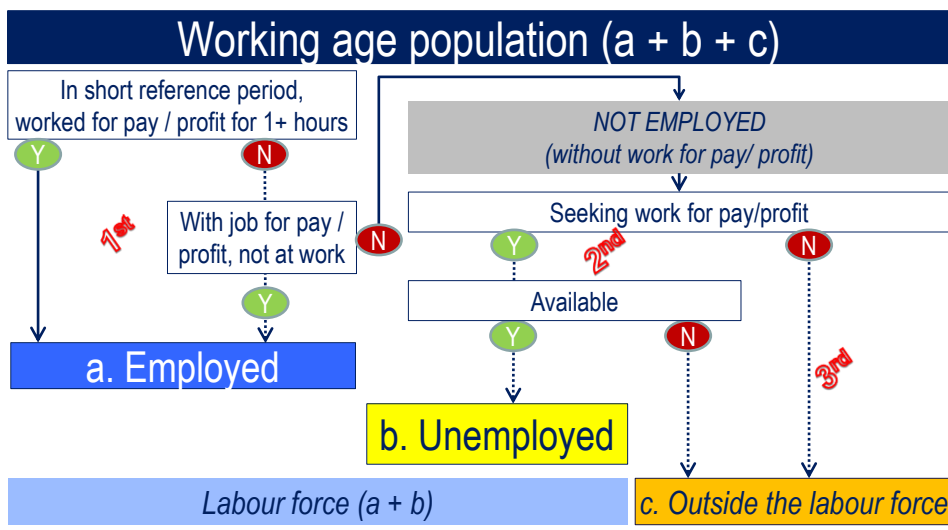
# Labour force status classification

- **Classifies the population of working age**
  - According to its relation to the labour market
  - In short reference period
- **Based on**
  - **Activity principle**
    - What the person did
  - **Priority rule**
    - Employment over other activity
    - Employment over unemployment
    - Unemployment over outside the labour force
  - **1-hour criterion**



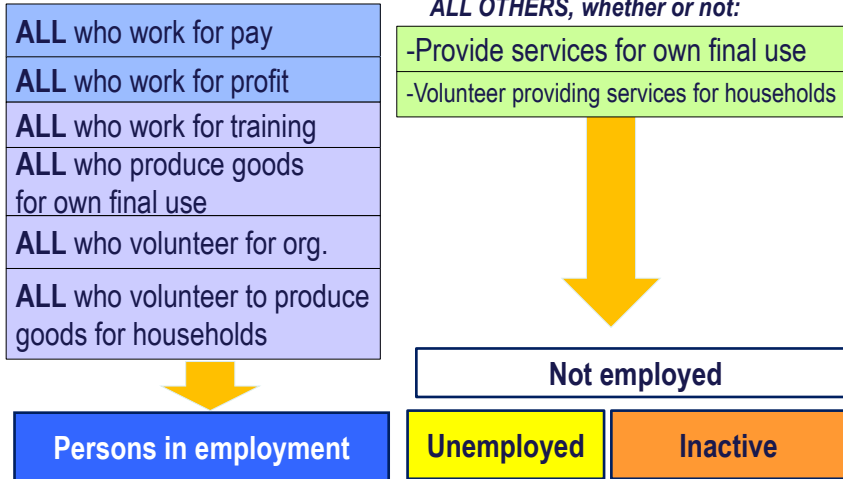
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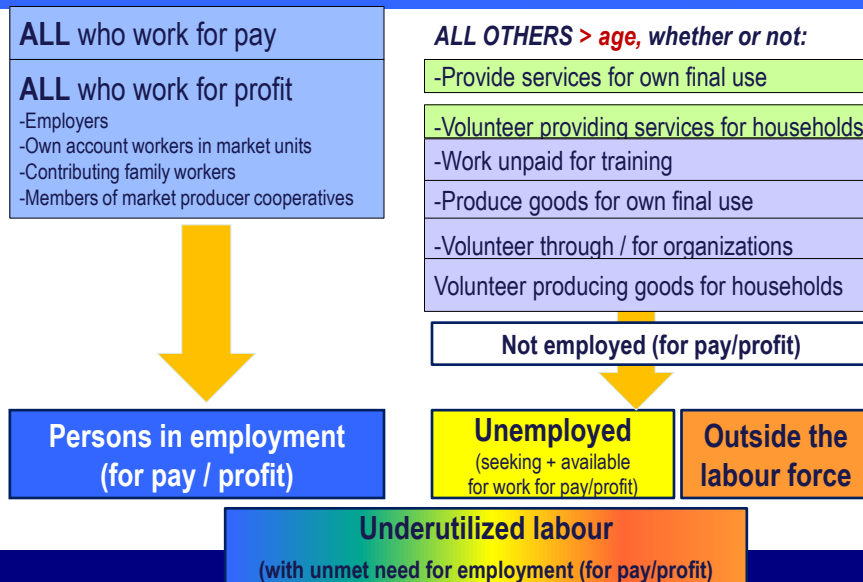




## Labour force as per the previous standards....



## Labour force as per the NEW standards....





THANK YOU!  
MERCİ!  
OBRIGADO!