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International  
Labour  
Office  
Geneva

Seminar Report and  
Guidebook on:

**STRENGTHENING LABOUR MARKET INFORMATION  
TO MONITOR PROGRESS ON  
DECENT WORK  
IN AFRICA**

13 Anglophone African Countries  
20-24 July 2009  
Addis Ababa

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## Foreword

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The ILO technical seminar on strengthening labour market information to monitor progress on Decent Work in Africa was held in Addis Ababa (Ethiopia) from the 20 to 24 July of 2009.

This seminar was a follow-up to an endorsement on the 25th September 2008 by the Secretary General of the UN and the President of the General Assembly at a UN High Level Meeting. The endorsement was of the four new employment indicators under the Millennium Development Goals' (MDG) Target 1b (Achieve full productive employment and decent work for all)<sup>1</sup>.

This seminar aimed to support country analysis using the new indicators. This was in order to ensure that (a) employment and Decent Work feature prominently in the international MDG discussions and (b) that those discussions are based on rigorous country-level data and contextual analysis.

The Addis Ababa technical seminar was also a follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization<sup>2</sup>. This recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda.

The seminar involved 55 participants<sup>3</sup> representing 13 countries from across the African region<sup>4</sup>. Country representatives received guidance, and worked on practical examples and exercises dealing with formulas, data sources and analytical methods. The seminar included thirteen sessions whose features are briefly and conveniently outlined in the section of this report that deals with 'Presentations at a glance'.

The event enabled participants from the field and headquarters to learn from each other and to exchange labour market information experiences. The seminar was highly participative, with technical discussions on (a) country experiences in the production and analysis of labour market information, and in particular on (b) how to ensure that labour markets can be better monitored at the national level - especially in view of the global economic crisis.

This seminar report mirrors the structure of the agenda<sup>5</sup> day by day. Following the table of contents we offer brief outlines of the "presentations at a glance". This leads to a set of sections dealing with the presentations in more detail and followed by related discussions and comments. The main conclusions of the seminar are presented in the final section of this report. Readers wishing to dig deeper will find the footnotes and appendices useful. A CD-Rom containing the PowerPoint presentations used during the seminar is also available.

Charles Dan  
Regional Director  
ILO - Regional Office for Africa, Addis Ababa

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<sup>1</sup> The Guide is available in 4 languages: <http://www.ilo.org/public/english/employment/docu/index.htm>

<sup>2</sup> <http://tiny.cc/SeGsS>

<sup>3</sup> 36 participants from 13 countries, 2 invited guests, 6 ILO field and 11 ILO HQ staff. See Appendix 1 for details

<sup>4</sup> Botswana, Ethiopia, Ghana, Liberia, Malawi, Namibia, Nigeria, Rwanda, Sierra Leone, Somalia, Tanzania – including Zanzibar, Uganda, and Zambia

<sup>5</sup> see Appendix 2 for an outline of the agenda

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## List of Abbreviations

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ADS	Administrative Data Sources
AU	Africa Union
CBS	Central Bureau of Statistics
CSO	Central Statistical Office
DWA	Decent Work Agenda
DWCP	Decent Work Country Profile
DWI	Decent Work Indicator
EAP	Economically Active Population
EPR	Employment-to-population ratio
ERB	Economic Research Bureau
ES	Establishment Survey
GDP	Gross Domestic Product
GHS	General Household Survey
HBS	Household Budget Survey
HHS	Household Survey
HIES	Household Income and Expenditure Survey
HNLSS	Harmonized Living Standard Survey
ICLS	International Conference of Labour Statisticians
ICSE	International Classification by Status in Employment
IES	International Economic Statistics
IHS	Integrated Household Survey
ILC	International Labour Conference
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
IMF	International Monetary Fund
ISCO	International Standard Classification of Occupations
KILM	Key Indicators of the Labour Market
LABORSTA	International Labour Office Database on Labour Statistics
LCMS	Living Condition Monitoring Survey
LFS	Labour Force Survey
LISGIS	Liberia Institute of Statistics & Geo-Information Services
LMI	Labour Market Information
LMIS	Labour Market Information System
MDG	Millennium Development Goals
MoL	Ministry of Labour
NBS	National Bureau of Statistics
NEP	National Employment Policy
NGO	Non Governmental Organization
NHS	National Household Survey
OCGS	Office of the Chief Government Statistician
POP	Population Census
PRS	Poverty Reduction Strategies
ROA	Regional Office for Africa
SNA	System of National Accounts
SSA	Sub-Saharan Africa
UR	Unemployment Rate
UN	United Nations
UNECA	United Nations Economic Commission for Africa
VER	Vulnerable Employment Rate
WMS	Welfare Monitoring Survey
WPR	Working Poverty Rate

## **Presentations at a glance**

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Here we present short outlines of the thirteen sessions that made up the seminar. More information is available from the Seminar Agenda<sup>6</sup> and from the body of the report. Copies of the PowerPoint presentations that were delivered during the sessions are available on a CDrom<sup>7</sup>.

### **Session 1 - General introduction & expectations**

*Facilitator: Alana Albee, Chief, Country Employment Policy Unit (CEPOL), ILO, Geneva*

This session began by introducing the participants and presenting the Seminar Agenda. This was followed by an interactive exercise to formally recognise participants' expectations.

### **Session 2 – Labour Market Information in participating countries**

*Alana Albee, Chief EMP/CEPOL, ILO Geneva*

*Rafael Diez de Medina, Director STATISTICS, ILO Geneva*

This session included two presentations, a discussion period and an exercise to briefly chart the extent to which participating countries have national employment policies and labour market information.

The first presentation focused on the following: the trends in national development frameworks, employment policies and national monitoring systems; the Labour Market Information in the context of national monitoring and statistical master plan and the impact of the crisis and its effect on national planning and on monitoring labour markets.

The second presentation considered what might be involved in integrating labour market information into national statistical systems.

### **Session 3 - Decent Work Indicators**

*Malte Luebker, ILO/EC Project 'Monitoring and Assessing Progress on Decent Work' (MAP)*

This presentation began by noting that decent work is the ILO's main objective. Following a review of recent developments, the presenter outlined the different categories of decent work indicators, noted the complementary nature of Decent Work Indicators and MDG Indicators, and guided the participants through ten substantive elements of the Decent Work Agenda under which the indicators were grouped. He outlined the main objectives of the project 'Monitoring and Assessing Progress on Decent Work' (MAP) that is carried out with funding of the European Union in ten countries, including one of the participating countries (Zambia). He concluded by noting the importance of including Decent Work Indicators into country planning frameworks.

### **Session 4: MDG Indicators**

*Theo Sparreboom, EMP/TRENDS, ILO Geneva*

*Sophia Lawrence, STATISTICS, ILO Geneva*

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<sup>6</sup> See Appendix 2.

<sup>7</sup> See Appendix 3 for an index of the CD-Rom.

This session included two presentations. The first covered the four new MDG 1b employment indicators and the second covered MDG 3.2 (share of women in wage employment in the non-agricultural sector). The presenters explained some of the background on why these five specific indicators were chosen, and then on how they can be used to highlight certain labour market issues and problems.

### **Session 5 - Tanzania's Experience: calculating MDG**

*Makiko Matsumoto, EMP/CEPOL, ILO Geneva  
Novati Buberwa, NBS, Dar es Salaam, Tanzania  
Theo Sparreboom, EMP/TRENDS, ILO Geneva*

This session included two presentations. The first showed how to calculate MDG employment indicators using data from Tanzania. The second presentation outlined some challenges and experiences in the Tanzania context.

### **Session 6 - Sources Of Labour Statistics**

*Igor Chernyshev, STATISTICS, ILO Geneva*

This session was in two parts. The first part reviewed the relative advantages of five different sources of data as the basis of labour statistics. The second part involved interactive work with a Decent Work Indicators wall matrix that was used to gather information about current indicator availability in participating countries.

### **Session 7 - Wage Indicators**

*Patrick Belser, TRAVAIL, ILO Geneva*

This session began with a review of the content of the Global Wage Report (Part I). Participants were then invited to share their experiences in collecting information on wages and earnings.

### **Session 8 - Incorporating informal employment into LMI**

*Malte Luebker, ILO/EC Project 'Monitoring and Assessing Progress on Decent Work' (MAP)*

This presentation used data from Zimbabwe to show the limits of the unemployment rate and presented an analysis of the country's employment situation base on the decent work indicator 'informal employment'.

### **Session 9 and 10 - MDG Reports**

*Theo Sparreboom, EMP/TRENDS, ILO Geneva  
Sophia Lawrence, STATISTICS, ILO Geneva*

These sessions included three presentations. The first noted the impact of the global economic crisis on employment and the labour market; the second dealt with MDG Reports and particularly with the interpretation and national reporting of indicator 3.2; and the third dealt with the creation of national reports

In these sessions participants conducted analytical exercises on the MDG employment indicators using the Key Indicators of the Labour Market (KILM) database and other information. The preparation of reports on the MDG indicators was also discussed in depth.

## **Session 11 - Minimum Wages**

*Patrick Belser, TRAVAIL, ILO Geneva*

*Kwabia Boateng, UNECA-OPM, Addis Ababa*

*Joseph Shitundu, ERB-UDSM, Dar es Salaam, Tanzania*

This session included three presentations following an introduction that noted that 'minimum wage' was a policy option and that there is need to consider what kind of data would be most relevant in setting minimum wages. The first two presentations shared some experiences of dealing with minimum wages in Ghana and in Tanzania. The third presentation considered the pros and cons of many of the minimum wage issues that were raised during the session.

## **Session 12 - Identifying Priorities for Decent Work Indicators in Participating Countries**

*Malte Luebker, ILO/EC Project 'Monitoring and Assessing Progress on Decent Work' (MAP)*

*Sophia Lawrence, STATISTICS, ILO, Geneva*

In this session participants were asked to discuss and present on (a) the Decent Work Indicators they considered important to monitor progress on decent work in their countries, (b) from which data sources they could be calculated and (c) why they were considered meaningful and important. Participants were also asked to note the practical steps they envisaged, and the type of support they might expect from the ILO.

Fourteen<sup>8</sup> country presentations are listed in this report and these are followed by a version of the Decent Work Indicator Wall Matrix showing which indicator is a priority for which country.

## **Session 13 - Evaluation and Follow Up**

*Facilitator: Sophia Lawrence, STATISTICS, ILO, Geneva*

In this session participants were asked to share ideas with the ILO organising team on practical ways to encourage development and sharing of information to strengthen Labour Market Information systems in their countries. The seminar ended with summary remarks from the organizing team and the completion of a final seminar evaluation form that, amongst other things, highlighted key areas for follow up (a summarised list of main points is provided). The overall evaluation was very positive.

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<sup>8</sup> In some cases Zanzibar reported separately from Tanzania mainland

## **Opening & Welcoming Remarks**

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### **Opening remarks**

*Charles Dan, Regional Director, ILO Regional Office for Africa*

Mr Dan extended his thanks to the organisers of and participants in what was sure to be a significant event in the ongoing concern of the ILO and its constituents to monitor progress regarding the Decent Work Agenda that was officially endorsed in 1999.

He noted that the 2008 ILO Declaration on Social Justice for a Fair Globalisation called on member states to consider the establishment of appropriate indicators and statistics to monitor and evaluate the progress made in the implementation of the Decent Work Agenda. This work needs to link to the MDGs and to the ILO/EC project "Monitoring and Assessing Progress on Decent Work" (MAP) that was presently being piloted.

It has become obvious that it is only when extensive, detailed and updated labour statistics are available that it is possible to effectively monitor labour market and decent work trends. This presents the challenge of strengthening many African countries data collection and analysis, and Labour Market Information systems.

This will not be an easy task but there have been several calls from high-level meetings in recent years pointing to the urgent need and determination to tackle it.

Mr Dan outlined the three main elements of the ILO Regional Vision: (1) to move towards the establishment of an African Laboratory for Decent Work Measurement; (2) to allocate more resources to labour statistics and labour market information; and (3) to mobilise energies and partnerships to implement the recent Global Jobs Pact<sup>9</sup> in Africa.

The need to monitor employment trends internationally and at country level is not new. But it is now even more urgent given the impact of the global financial and economic crisis. These have a significant impact on Africa through five key transmission channels: commodity exports, foreign direct investments, tourism, remittances from migrant workers, and official development assistance.

Mr Dan mentioned that the ILO will organise an Africa-wide Decent Work Symposium in Burkina Faso later this year. This aims to progress the Global Jobs Pact in Africa. He expressed the hope that the outcomes from the present meeting will feed into and inform this future event.

### **Welcoming Remarks**

*Rafael Diez de Medina, Director, STATISTICS, ILO Geneva:*

The Director highlighted the restructuring of statistical activities within the ILO in response to the Declaration on Social Justice for a Fair Globalization. From now on statistical activities will be coordinated through a centrally managed network that will define the pattern of team work between the HQ, field offices and the constituents.

There will be coordinated efforts to put a specific focus on Africa so as to provide reliable and timely labour market information. In this regard, more and better primary data is needed such as (a) more and better household and establishment surveys, and (b) improved administrative data.

As the global economic crisis has highlighted, data availability is vital for understanding and promoting labour market policies that are based on sound empirical evidence. There will therefore be an effort to strengthen national capacity to collect and process statistical data.

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<sup>9</sup> <http://tiny.cc/9hvzb>

## **Session 1 - General Introduction & expectations**

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*Facilitator: Alana Albee, Chief, Country Employment Policy Unit (CEPOL), ILO, Geneva*

This session began by introducing the participants<sup>10</sup> and presenting the Seminar Agenda<sup>11</sup>. This was followed by an exercise to formally recognise participant's expectations and a summary of those are listed below.

### **Participant's Expectations**

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Participants' expectations were recorded using a **participants' expectation form** that had three columns:

- Describe your main motivation and reasons for coming to this workshop
- Describe the main things you hope to learn, and why they are important
- What do you hope to take back to your country from this workshop and why is this of particular importance?

Participants were asked to fill an "expectation form"<sup>12</sup> and share them with the other participants. The organisers of the seminar were pleased to note that, while there was a broad range of expectations, there were very few that were not covered by the agenda. They were also pleased to note that the seminar evaluation exercise<sup>13</sup> showed that 100% of participants felt that their expectations had been fulfilled.

Some country highlights from the plenary feedback are listed in what follows:

**Zambia** wanted to learn more about Decent Work Indicators, and about how other countries are implementing Decent Work Country Programmes. It also wanted to learn how other countries have used statistical information to inform policy.

**Tanzania** hoped to learn about best practices from other countries and to share experiences. For example, in Tanzania, ¾ of people work in agriculture, and yet, agriculture contributes only a quarter of GDP. How can the Decent Work Agenda take account of the agricultural sector?

**Ethiopia** hoped to arrive at a strategy to encourage policy makers to acknowledge the importance of labour statistics. It was noted that the agencies responsible for labour statistics did not have sufficient capacity, and that they needed strengthening as institutions. There was also need to ensure cooperation across institutions.

**Botswana** has begun the initial stage of producing its second MDG report. The country was trying to establish a labour market observatory that would monitor the new indicator set. This presented a challenge and the participants expected the workshop to provide guidance on how to handle it.

**Somalia** presently produces very few statistics. The expectation was to learn about how data collection, processing and analysis were done, especially in connecting different sources of Labour Market Information.

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<sup>10</sup> See Appendix 1

<sup>11</sup> See Appendix 2

<sup>12</sup> See Appendix 4 for a full set of country forms

<sup>13</sup> see Session 13 and Appendix 6

## *General comment:*

The Decent Work Agenda is a very new initiative at the country level within the sub-region. Participants therefore expected to learn more about what was involved.

They hoped to be taking home information about: (a) new concepts associated with the Decent Work Agenda, (b) new methods for data collection, production and analysis related to Decent Work, (c) new monitoring methods for Decent Work in the labour market, and (d) the concept of ‘decency’ as this relates to the idea of minimum wages.

Other common expectations included: (a) gathering more information about Decent Work and employment indicators and the calculation of those indicators, (b) understanding how to build a functional Labour Market Information System (LMIS), (c) learning how to influence policies, learning about the new MDG employment indicators and their technical calculation, and (d) learning from other country experiences.

Finally, participants were invited to be thinking throughout the seminar about specific types of ILO assistance that can be merged into a coherent pattern of support<sup>14</sup>.

Note that these general comments have been informed by answers to three of the questions in the final evaluation of the seminar:

- What areas particularly need strengthening (or support) in your country
- What ILO support (if any) would be priority as follow-up?
- What will be your main area of follow-up activity when you return to your country?

See Session 13 for details

## **Session 2 – Labour Market Information in participating countries**

*Alana Albee, Chief EMP/CEPOL, ILO Geneva  
Rafael Diez de Medina, Director STATISTICS, ILO Geneva*

This session included two presentations, a discussion period and an exercise to briefly chart the extent to which participating countries have national employment policies and labour market information. The first presentation offered a background to the extent of national employment policies and their connectivity to national development frameworks (such as PRSs) in participating countries while the second presentation considered what might be involved in integrating LMIS into national statistical systems.

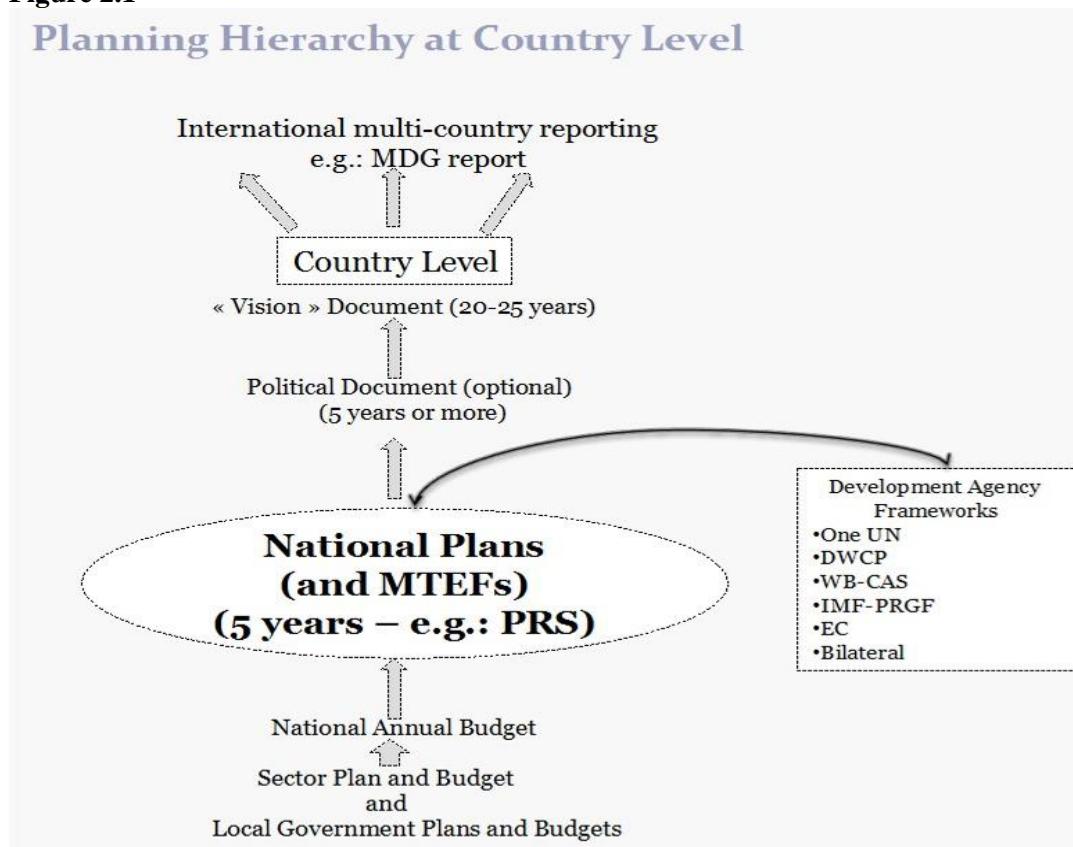
### **Background to Labour Market Information**

Ms. Albee first presented<sup>15</sup> on how monitoring is conducted in general at the national level, and on how Labour Market Indicators (LMI) may fit into that framework. (see Figure 2.1)

<sup>14</sup> the table at the end of Session 13 gives details

<sup>15</sup> (16 slide presentation - see Appendix 3)

**Figure 2.1**  
**Planning Hierarchy at Country Level**



She also posed the question “WHY are LMI systems so important now in Africa?” and offered three possible answers: (a) because of the impact of the economic crises on patterns of labour; (b) because many National Plans are having to be revised and there are therefore policy influencing possibilities, and (c) because of the increasing realisation of the need for Monitoring & Reporting systems to inform policymaking process.

In this regard, she noted how Sub-Saharan Africa was being hit by the global economic crisis through various channels; such as a decline in remittances and a slowdown in much needed public infrastructure investment. She also provided some employment projections on (a) open unemployment rates (reaching 8.9%), (b) possible increases in vulnerable employment, and (c) decline in earnings (36 million more people may earn less than what they earned prior to the crisis). Such evidence clearly highlighted the need to put employment central to, and within the national development strategies (PRSSs).

She then considered national development strategies, and how monitoring systems are gaining greater importance as they provided the skeletons around which progress is monitored. She summarized the countries that were currently revising their national development strategies in Africa (see Table 2.1) and noted that a revision period may be a good time to get employment into the national agenda, through specifying employment indicators and strengthening labour market analysis.

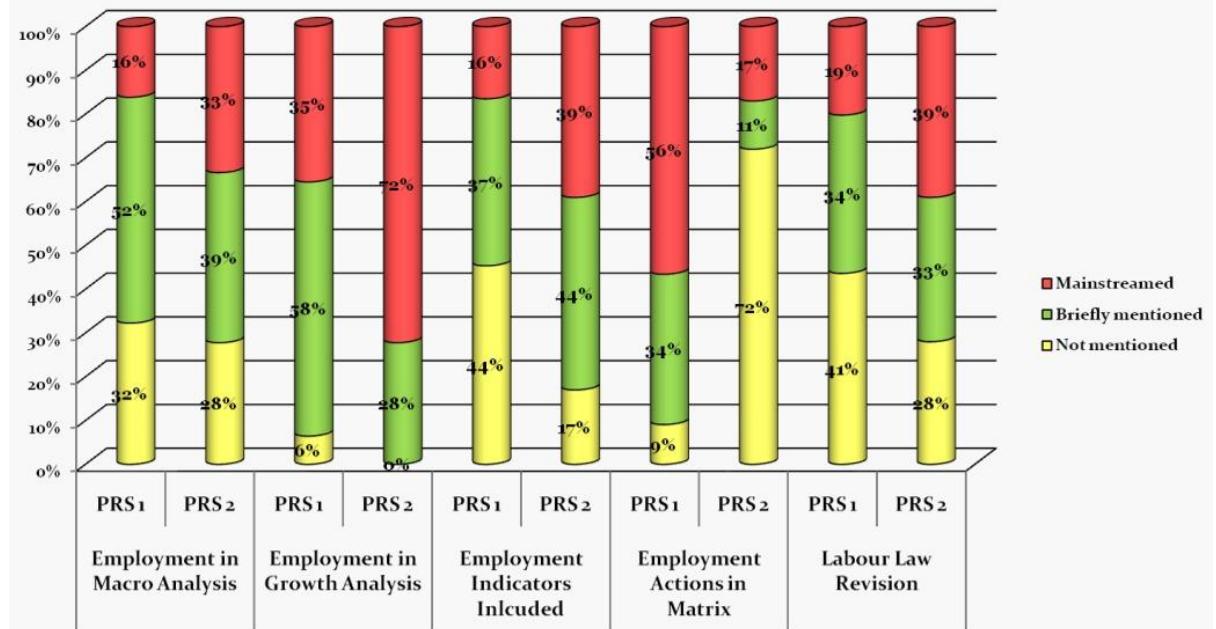
**Table 2.1 Sub-Saharan African countries revising plans in 2008-2010**

PRS 1			PRS 2		
1	Burundi	(2006-09)	1	Benin	(2007-09)
2	Cameroon	(2003-07)	2	Burkina Faso	(2004-06)
3	Congo, DR	(2006-08)	3	Ethiopia	(2005-09)
4	Chad	(2003-06)	4	Ghana	(2006-09)
5	Gabon	(2006-08)	5	Guinea	(2007-10)
6	Guinea-Bissau	(2006-08)	6	Mauritania	(2006-10)
7	Kenya	(2003-07)	7	Mozambique	(2006-09)
8	Lesotho	(2005-07)	8	Senegal	(2006-10)
9	Liberia	(2008-10)	9	Tanzania	(2005-10)
10	Nigeria	(2003-07)	10	Uganda	(2005-08)
11	Sao Tome	(2005-08)	11	Zambia	(2006-10)
12	Sierra Leone	(2005-07)			

She also offered a brief analysis of a range of employment content of past and present national development strategies (see Figure 2.2)

**Figure 2.2**

## Employment Content: brief analysis



She concluded by noting that most countries had national monitoring indicator sets consisting of 60 to 80 indicators. Of these, employment indicators tended to be weak, and a key number of employment and labour market indicators need to be negotiated into national level monitoring systems. At the sector level (i.e Ministry of Labour), the monitoring set of indicators could be fuller, and drawn from the set of DWIs.

## Integrating LMIS into national statistical systems

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Rafael Diez de Medina highlighted the importance of having Labour Market Indicators built into the macroeconomic reporting mechanism. But he also noted that, at the microeconomic level, as well as the social dimension of LMIS, there was a need to agree on what can be understood as the LMIS and its possible scope.

In this regard, he noted that the unsatisfactory process of matching jobs to job seekers was a crucial problem. Such mismatches at the micro level can magnify to a macroeconomic labour market problem. Furthermore, there were also discriminations in the labour market against youths, women and other vulnerable groups. A good information set was necessary to generate the possibility for action. It was possible, for example, to reduce hiring costs by having better information about supply and demand of work.

It was also necessary to have information on (a) labour market regulations and policies, (including active (ALMP) and passive variations), and (b) institutions that mediate the labour market. There is a need to monitor both supply and demand sides of the labour market.

He noted the goal of having LMI built into a system. In this regard, having a system implied having a network consisting of a whole set of institutions, including employers and workers. The main goal of a Labour Market Information System (LMIS) is to create transparency in national decision making. If no timely LMI could be provided, then (a) unemployment is likely to last longer, even in the informal sector and (b) people may be able to find only “bad” jobs.

If people had better LMI, they would have more chances of earning more and becoming more productive, which all feed into better economic performances.

He envisioned the LMIS as a fairly broad system since wider scope makes the system richer. The only way of building a functional system is to improve information systems. He noted that LMIS involved various levels of activities. On the one hand, it was necessary to collect and evaluate LMI for the government to establish priorities and identify focus/vulnerable groups. On the other hand, information is needed to improve job placement and matching, and also to have better information from the supply side to avoid giving wrong signals to students, informal sector workers, and the working poor.

Many different sources of information can be available. LFS (or other household surveys) constitute a pillar. Other pillars include economic and demographic censuses, from which all the household survey samples will be drawn. The system should also encompass information on qualifications, education, and human capital in general.

Amongst other things there is a need to know more about the working age population. Vacancy information was also needed. There is also a need to make fruitful use of administrative records, since they are sometimes the only source of information available in a country. All together, there is a need for skilled staff to help in the process of job matching.

It therefore becomes clear that LMIS is broader than just having indicators. The sources can be open (employers' associations, VET institutions, NGOs, etc.). Also, the labour inspectors can be trained to gather information in a suitable form. Finally, there is a need to actively exploit the information contained in the LFS, and to enhance and frame all the LMI statistically.

He concluded by noting that through various sessions of the current seminar we will disentangle the information needs and the issues involved in structuring and analyzing them. LMIS can be as wide as a country would allow it to be within the given information constraints.

### **Questions and Answers:**

A participant from Nigeria noted that a shift in focus in the second generation PRS towards “growth” was not a good sign because very often, high growth rates can be observed without translating into more and better jobs.

One participant noted that sometimes the statistical master plans were not linked to the national indicators. There was a space for National Bureaus of Statistics to feed into the national plans and monitoring indicators because sometimes the national indicators were defined by people who were not even aware of the statistical plans. This pointed to organizational and institutional problems at the policy making level.

### **Exercise: Country Basic Information**

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This session ended with an exercise where countries filled out their “Country Basic Information Sheet”.<sup>16</sup> This asked whether information was available from six main sources.

#### **Summary sheet of countries basic information:**

Thirteen Anglophone African countries are represented: Botswana, Ethiopia, Ghana, Liberia, Malawi, Namibia, Nigeria, Rwanda, Sierra Leone, Somalia, Tanzania – including Zanzibar, Uganda, and Zambia

Information	Countries with information	Countries without information
<b>Poverty Reduction Strategy, National Plan</b>	Botswana, Ethiopia, Ghana, Liberia, Malawi, Namibia, Nigeria, Rwanda, Sierra Leone, Tanzania & Zanzibar, Uganda, Zambia	Somalia
<b>Employment Policy</b>	Botswana, Ethiopia, Ghana, Liberia, Malawi, Namibia, Nigeria, Rwanda, Tanzania, Zanzibar, Uganda, Zambia	Sierra Leone, Somalia
<b>Labour Force Surveys</b>	Botswana, Ethiopia, Malawi, Namibia, Nigeria, Rwanda, Tanzania & Zanzibar, Uganda, Zambia	Ghana, Liberia, Sierra Leone, Somalia
<b>Statistical Master Plan</b>	Botswana, Ethiopia, Ghana, Liberia, Namibia, Nigeria, Rwanda, Sierra Leone, Tanzania & Zanzibar, Uganda, Zambia	Somalia
<b>Labour Market Information System</b>	Botswana, Ethiopia, Ghana, Liberia, Malawi, Nigeria, Rwanda, Sierra Leone, Tanzania, Uganda	Namibia, Somalia, Zanzibar
<b>Indicators: National Employment/Labour (in PRS or national plan)</b>	<i>Strong indicators:</i> Botswana, Uganda, Zambia	Ghana, Nigeria, Somalia, Sierra Leone
	<i>Weak indicators:</i> Ethiopia, Liberia, Malawi, Namibia, Rwanda, Tanzania & Zanzibar	

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<sup>16</sup> See Appendix 5

## Session 3 - Decent Work Indicators

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*Malte Luebker, ILO/EC Project 'Monitoring and Assessing Progress on Decent Work' (MAP)*

Malte Luebker began his presentation<sup>17</sup> by noting that Decent Work is the ILO's main objective. Following a review of recent ILO thinking he outlined the different kinds of decent work indicators, noted the complementary nature of DWI and MDG Indicators, and guided the participants through the set of ten main DWI that are presently recognised. He concluded by outlining several ongoing projects and noting the importance of building DWI and thus the DWA into country planning frameworks.

### **Decent work as the ILO's main objective**

The ILO Declaration on Social Justice for a Fair Globalization (2008) endorses the Decent Work Agenda as the main objective of the ILO's work. The underlying strategic objectives and fundamental principles include promoting (a) rights at work, (b) employment; (c) social protection; and (d) social dialogue and tripartism. The declaration also recommends that ILO members may consider: "the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made"

### **Implications for measurement**

Since 2000, the ILO has worked on the measurement of decent work, both in HQ and the field. This has included five main concerns: (a) coverage of all elements of the Decent Work Agenda (i.e. beyond employment), (b) coverage of all workers, (c) concern for the most vulnerable workers, (d) a cross-cutting concern for gender and (e) a recognition of the importance of the social and economic context.

### **Governing Body Discussions**

Governing Body discussions have set the basic principles for the measurement of decent work. These include: (a) offering assistance to constituents to assess progress towards decent work and to offer comparable information for analysis and policy development, (b) covering all dimensions of Decent Work (i.e. going beyond employment to include rights, social protection and social dialogue), (c) drawing measurements from existing statistics when these are available and (d) NO ranking of countries & NO composite index.

### **Tripartite Meeting of Experts on the Measurement of Decent Work**

In September 2008 the Governing Body gave the mandate for a Tripartite Meeting of Experts (TME) to provide guidance on options for measuring decent work. This was to include (a) reviewing the list of statistical indicators, (b) stressing the importance of rights, and (c) providing systematic information on rights at work and on the legal framework for decent work - in a manner consistent with the ILO's supervisory system.

### **Measuring decent work: Rights at work**

The number of ratifications & complaints is an inadequate proxy for actual application of labour standards. Rights at work and the legal framework for decent work need to be fully reflected. There are two proposals: (a) there should be textual description of legal frameworks and data on actual application for all substantive elements of decent work, and (b) indicators should be developed for countries' compliance with Fundamental Principles and Rights at Work.

### **Measuring decent work: Gender**

Gender should be treated as a cross-cutting concern of the Decent Work Agenda. It should not be treated in isolation: measurements should provide information about women's and men's access to decent work across all substantive elements. Therefore, wherever

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<sup>17</sup> (42 slides - see Appendix 3)

possible, indicators should be reported separately for men and women in addition to the total<sup>18</sup>.

### Different types of indicators

There needs to be a layered approach to indicators and five types are recognised:

Main indicators	(M)	basic core set of indicators to monitor progress towards decent work
Additional indicators	(A)	to be used where appropriate, and where data is available
Context indicators	(C)	to provide information on the economic and social context for decent work
Future indicators	(F)	currently not feasible, but to be included as data become more widely available
Legal indicators	(L)	Information included under the legal framework

### Decent Work Indicators (DWI) and MDG indicators

DWI and MDG indicators are complementary and can be used for monitoring at the national level and for comparative analysis.

Decent Work Indicators overlap with the following MDG indicators<sup>19</sup>:

- Employment-to-population ratio (M)
- Own-account and contributing family workers as % of total employment (A)
- Working poverty rate (US\$1 a day) (M)
- Labour productivity growth rate (C)

### Grouping of indicators under substantive elements of the Decent Work Agenda

The Decent Work Indicators are grouped under ten substantive elements of the Decent Work Agenda (DWA). They refer to the four strategic objectives (1) Rights, (2) Employment, (3) Social Security and (4) Social Dialogue as follows:

	Substantive Elements of the Decent Work Agenda for grouping DWIs	Strategic Objectives of the Decent Work Agenda
1	Employment opportunities	Rights, Employment
2	Adequate earnings and productive work	Rights, Social Security
3	Decent hours	Rights, Social Security
4	Combining work, family and personal life	Rights, Social Security
5	Work that should be abolished	Rights, Social Security
6	Stability and security of work	Rights, Employment, Social Security
7	Equal opportunity and treatment in employment	Rights, Employment, Social Security
8	Safe work environment	Rights, Social Security
9	Social security	Rights, Social Security
10	Social dialogue, workers' and employers' representation	Rights, Social Dialogue

<sup>18</sup> In addition, indicators for vertical and horizontal segregation are included under 'Equal opportunity and treatment in employment'.

<sup>19</sup> See the next session for details

Note: More details on recent thinking are available from the 50 page booklet - ILO (June 2009) *Guide to the new Millennium Development Goals Employment Indicators - including the full set of Decent Work Indicators*<sup>20</sup>. This set of DWIs was compiled in accordance with the guidance received at the Tripartite Meeting of Experts on the Measurement of Decent Work, held in September 2008. It is still under development and will be further revised after the completion of Decent Work Country Profiles for five pilot countries<sup>21</sup>.

### **DWI Definitions & interpretation guidance**

In early 2010 ILO will publish a quick reference manual to the DWI. Work on developing precise definitions will be shared across all sections of the ILO. The guidebook is necessary to share precise definitions and as an aid to interpretation - as this is not always easy.

### **Decent work country profiles (DWCP)**

The idea of presenting information in decent work country profiles is being developed. The profile can be adapted to specific country needs by adding additional indicators (A) as required. A beginning has been made with pilot countries from different regions (Austria, Brazil, Tanzania, Malaysia, Ukraine).

### **ILO/EC Project ‘Monitoring and Assessing Progress on Decent Work’ (MAP)**

The objective of the project is to develop a global methodology to strengthen countries’ capacity to self-monitor progress towards decent work. With funding from the European Union, the project will provide support for building decent work modules into Labour Force Surveys and other established surveys and for developing detailed analytical country studies. A manual will also be developed.

Initially there is a focus on ten project countries: Bangladesh, Brazil, Cambodia, Indonesia, Malaysia, Niger, Peru, Russia, Ukraine, and Zambia.

The project will run for 4 years, starting in February 2009.

### **Decent Work Indicators, PRS and National Development Frameworks**

Decent work country profiles can inform PRS and National Development Frameworks and other DWCPs.

Decent Work Indicators can be adapted and included in national monitoring frameworks where they can be used to incorporate objectives of the Decent Work Agenda beyond employment. Also, through using the standard set of DWI, there is the opportunity to compare progress against other countries and to exchange policy lessons.

## **Session 4: MDG Indicators**

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*Theo Sparreboom, EMP/TRENDS, ILO Geneva  
Sophia Lawrence, STATISTICS, ILO Geneva*

Theo Sparreboom presented on the four new MDG 1b employment indicators and then Sophia Lawrence presented on MDG 3.2 (share of women in wage employment in the non-agricultural sector). They explained some of the background on why these five specific indicators were chosen, and then on how they can be used to highlight certain labour market issues and problems<sup>22</sup>.

<sup>20</sup> [http://www.ilo.org/public/english/employment/download/mdg\\_en.pdf](http://www.ilo.org/public/english/employment/download/mdg_en.pdf)

<sup>21</sup> See <http://www.ilo.org/integration/themes/mdw/lang--en/index.htm>

<sup>22</sup> More details on recent thinking are available from the 50 page booklet - ILO (June 2009) *Guide to the new Millennium Development Goals Employment Indicators - including the full set of Decent Work Indicators* - [http://www.ilo.org/public/english/employment/download/mdg\\_en.pdf](http://www.ilo.org/public/english/employment/download/mdg_en.pdf)

## The four new MDG 1b employment indicators

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The new MDG Target (1B) is to “achieve full and productive employment and decent work for all, including women and young people”. This target contains four indicators that deal with employment issues. These Employment Indicators are: the employment-to-population ratio (EPR); the vulnerable employment rate (VER); the working poverty rate (WPR); and the growth rate of labour productivity.

Theo Sparreboom first explained<sup>23</sup> that the **employment-to-population ratio** (EPR) measures the proportion of a country’s working age population that is employed. He then showed how to calculate EPR<sup>24</sup> for the population aged above 15 and separately for youths aged 15-24. He noted that the EPR typically lies between 50-75%, and outcomes outside this range usually signal a problem.

For example, he noted how women in South Asia tended to have a very low EPR. In terms of regional distribution, EPR tended to be high in Sub-Saharan Africa (SSA), for both men and women. One interpretation is that people needed to be active to survive. He noted the specific case of South Africa where EPR lay below 50%. In South Africa, the low EPR goes together with an unusually high unemployment rate (UR).

He emphasized that in many countries in Sub Saharan Africa, UR signals one problem, but it is not the only problem. UR conveys a message in Africa and as such, it is a useful indicator, but it is not the only useful indicator. Where UR is currently included in national indicators (if indicators on the labour market are included at all) it would be preferable to add other employment indicators. If there were only one extra indicator to be included he suggested that it should be the vulnerable employment rate (VER).

### Questions and Answers:

A participant from Malawi asked whether persons aged 15 should be considered as children, as against youths (15-24). The ILO replies were that many countries’ working age limit starts from 15 because by then, a person is presumed to have gone through basic education and entering the labour market would not be detrimental to the young persons’ development. And 15+ is applied for the new MDG indicators, because in most countries, people do not have the option to retire.

A participant from Tanzania asked whether the figures for South Africa included agriculture. The short ILO answer was that it included all sectors. Theo Sparreboom further explained that both UR and EPR were functions of the employed and the unemployed (together called the labour force) and the inactive population. The advantage of EPR is that there was no need to struggle with the definition of unemployment. The disadvantage of EPR is that it left out people looking for work. In South Africa, UR of 23% was based on a strict definition of unemployment. If a relaxed definition was applied, which include persons not actively looking for work but available for work, then UR lay above 30%.

### Back to the presentation:

Theo Sparreboom next presented on the **vulnerable employment rate** (VER<sup>25</sup>) that is a measure of the more vulnerable statuses of employment, namely own-account workers and contributing family workers. He explained some of the thinking behind interpreting own-account + contributing family workers as “vulnerable”. For contributing family workers, it is because such workers were not paid by wages and were at the mercy of the family business. Also, in the developed countries, such workers are not usually observed.

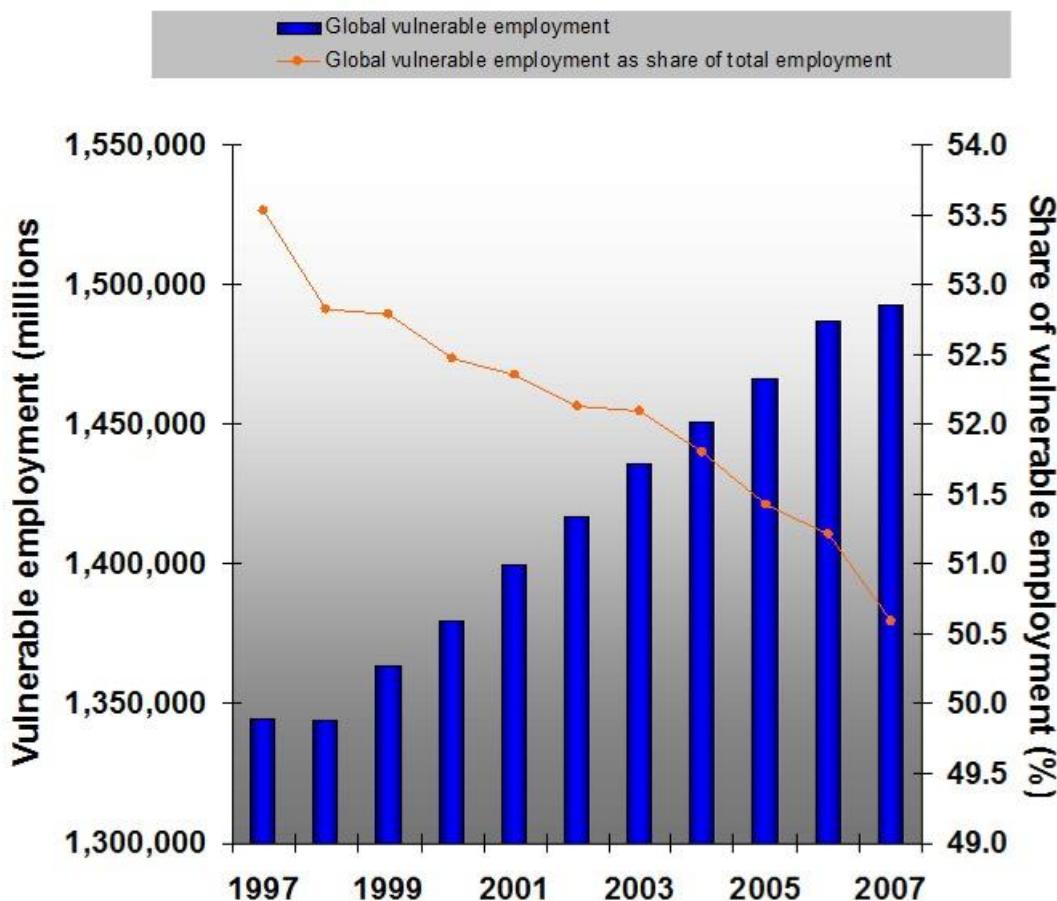
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<sup>23</sup> (28 slide presentation - see Appendix 3)

<sup>24</sup> EPR= Total employment/working age population \* 100%

<sup>25</sup> VER = (number of own-account workers + number of contributing family workers)/total employment \* 100%

Own-account workers may raise more complex issues. The background thinking is that they mainly represented workers involved in subsistence activities, and at the country level, there was scope for improvement by taking out occupations that cannot be considered “vulnerable” (e.g. highly skilled own account workers involved in finance and insurance activities). He emphasized that VER was an approximation, and was typically negatively associated with GDP. Globally, VER had declined over time, and came down to about 50% by 2007-2008.



Source: ILO, Trends Econometric Models, February 2009

#### Questions and Answers:

Many participants sought clarification on who could be considered as own-account workers and contributing family workers, and why they should be considered vulnerable.

A participant from Rwanda asked about which own-account workers were considered “vulnerable”. The short ILO answer was that, for the purpose of the MDG indicator, all own-account workers were included, and this inevitably captured some people who are not vulnerable.

A participant from Ethiopia asked how to correctly capture contributing family workers, since they are not really employed but would look for work (hence, shouldn't they be counted as unemployed?). The ILO reply was that people who work (including contributing family workers who are defined as in self-employment) cannot be counted as unemployed, as one of the criteria for unemployment is being without work. It might be interesting to collect information on the employed seeking work.

A participant from Sierra Leone asked about who were the own-account and contributing family workers. The ILO reply was that these status categories are determined in the International Classification of Status in Employment (ICSE).

A participant from Namibia suggested that the “non-vulnerable” segment of own-account workers should be filtered out in calculating this indicator.

#### **Back to the presentation:**

Theo Sparreboom next noted that the working poor are defined as “employed persons living in a household whose members are estimated to be below the nationally-defined poverty line”. In dealing with the **working poverty rate** (WPR<sup>26</sup>), he noted that while it seemed clear enough, the construction and analysis of the indicator was very difficult.

One of the difficulties is that poverty is measured at the household level. In terms of employment, we would ideally like to use the Labour Force Survey (LFS), but most LFS fail to collect information on income and expenditure. At the same time, household income and expenditure surveys (HIES) do not necessarily adequately capture information on labour market status. At the moment, the information from separate surveys was not adequate in most countries.

He explained the approximation method of calculating the WPR. He noted that what is important for policy is to know whether the WPR is increasing or decreasing. And in terms of distribution of WPR by region, it was very high in Sub Saharan African and South Asia.

Theo Sparreboom next explained that labour productivity<sup>27</sup> represents the amount of output achieved per unit of labour input and that the **labour productivity growth rate**<sup>28</sup> is measured as the annual change in GDP per person employed. In terms of regional average, SSA’s labour productivity growth rate lay just above the world average. The indicator pointed to scope for further improvement in the labour market outcomes.

#### **Questions and Answers:**

A participant from Zambia asked how an annual change in GDP per person employed could be attributed to additional employment and not to other factors. The ILO responded that GDP per person employed is driven by many factors, and additional analysis is needed to disentangle the contributions of each factor.

## MDG 3.2 - share of women in wage employment

Sophia Lawrence noted<sup>29</sup> that the employment-related concept for MDG Goal 3 is the “share of women in wage employment in the non-agricultural sector”. The goal acts to promote gender equality and the empowerment of women. There is no official target set for this indicator and so there is the need to look at both men and women in the world of work from different contexts.

The share is defined as a ratio where the (number of women in non-agricultural paid employment) is divided by (the total number of all persons in paid employment in non-agricultural sectors). A 50% share suggests equal shares between men and women.

Ms Lawrence explained the definition and highlighted the importance of having meta data, since calculation of indicators will be different across countries depending on the data availability and sources.

<sup>26</sup> WPR = working poor/total employment\* 100%

<sup>27</sup> Labour productivity = GDP [measured at constant market prices in national currency]/ total employment

<sup>28</sup> Labour productivity growth rate= (labour productivity [year T]-labour productivity [year T-1])/labour productivity [year T-1] \*100%

<sup>29</sup> (19 slide presentation - see Appendix 3)

She also showed the global/regional trends of the indicator from 1990 to 2015: for example, with just over 52 percent of women in wage employment in the non-agricultural sector, the CIS<sup>30</sup> countries have reached parity between women and men in access to paid employment.

While other regions of industrialized developed countries, Latin America and the Caribbean, Oceania and parts of Asia (Eastern and South-Eastern) are getting closer to being on track, the remaining world sub-regions still must overcome many obstacles to reach its achievement.

<b>MDG 3.2 Actual/Forecasted Shares</b>					
	<b>1990</b>	<b>2000</b>	<b>2007</b>	<b>2015p</b>	<b>2015p1</b>
CIS (Europe)	50.3	51.2	52.1	53.1	53.2
CIS (Asia)	45.4	45.5	46.2	46.7	47.2
Developed	43.4	45.4	46.5	48.3	48.1
Latin America & the Caribbean	36.5	40.7	42.7	46.4	45.5
Eastern Asia	38.0	39.6	41.3	43.2	43.7
Oceania	32.8	35.1	35.8	37.5	36.8
South-East Asia	35.6	37.4	37.4	38.4	37.4
<b>Sub-Saharan Africa</b>	<b>22.8</b>	<b>26.2</b>	<b>28.9</b>	<b>32.7</b>	<b>32.7</b>
Southern Asia	13.4	17.2	18.8	22.4	21.0
Western Asia	17.3	19.6	21.2	23.7	23.6
<b>Northern Africa</b>	<b>21.0</b>	<b>19.8</b>	<b>20.4</b>	<b>20.1</b>	<b>21.2</b>
World	35.3	37.6	39.0	41.1	40.8

#### **Questions and Answers:**

A participant asked why one of the DWIs (% women employed in decision making positions) was not used as an indicator for this MDG goal. The ILO reply explained that the ILO was not heavily involved in the process of setting the original indicators and that the other indicator on women's political representation was not under the responsibility of the ILO. Sophia Lawrence clarified that different indicators bring out more and different facets of the problems faced in the labour markets.

## **Session 5 - Tanzania's Experience: calculating MDG employment indicators**

*Makiko Matsumoto, EMP/CEPOL, ILO Geneva;  
Novati Buberwa, NBS, Dar es Salaam, Tanzania;  
Theo Sparreboom, EMP/TRENDS, ILO Geneva:*

Maki Matsumoto used the Tanzanian example to calculate the MDG employment indicators by following the MDG manual. Novati Buberwa clarified some of the practical problems faced when applying the manual to the Tanzanian case. Theo Sparreboom clarified some of the issues that were raised.

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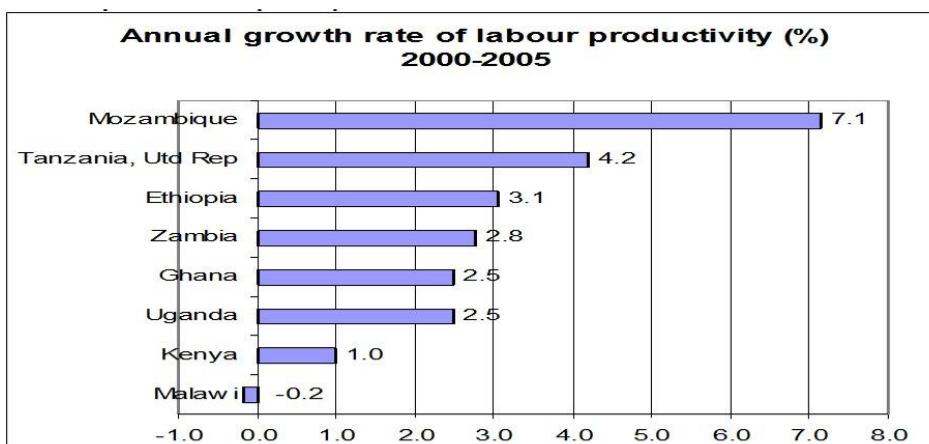
<sup>30</sup> Commonwealth of Independent States (formerly the USSR)

## Calculation of MDG employment indicators

Makiko Matsumoto's presentation<sup>31</sup> systematically applied Tanzania data to the formulae for calculating the four main MDG employment indicators. She also provided comparative information from other countries. The end results were as follows:

### **Indicator 1.4: Growth rate of labour productivity:**

The labour productivity growth rate is measured as the annual change in Gross Domestic Product (GDP) per person employed. In the case of Tanzania, only two data points are available: 2000 and 2006. This means that annual growth rates cannot be directly estimated by applying the standard formula. One solution is to estimate "compound annual growth rate" (CAGR). This results in a 3.5% growth rate of labour productivity. The following chart offers some comparative data based on KILM.



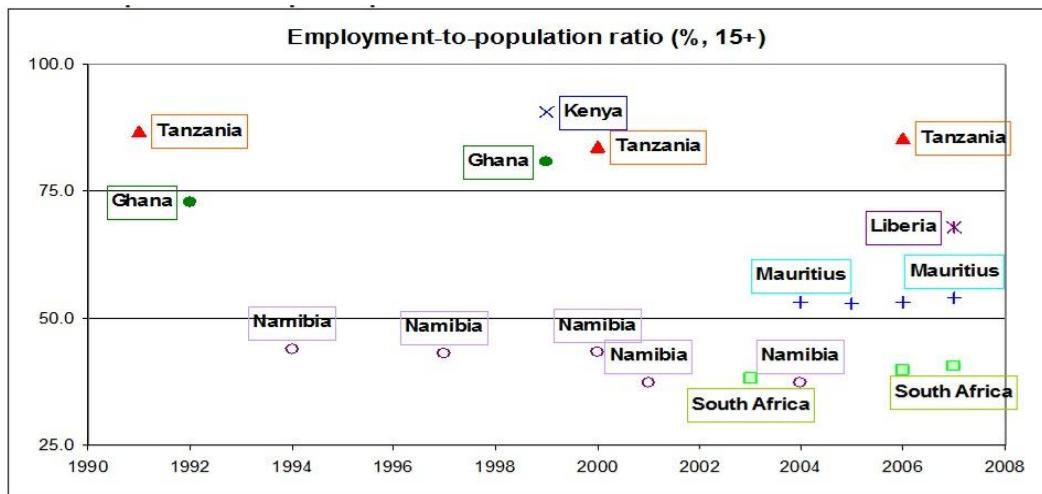
### **Indicator 1.5: Employment-to-population ratio**

The employment-to-population ratio is the proportion of a country's working-age population that is employed. In this case applying data to the formula is straightforward and the ratio (15+) in 2000 was 83.8% rising to 85.4% in 2006. (see following table)

	(1)	(2)	(3)=(1)/(2)*100
Year	Employed (15+)	Population (15+)	EPR
2000	14,710,120	17,543,378	83.8
2006	17,944,558	21,003,960	85.4

Note that values outside the 'normal' range of 50-75% are cause for concern. The following chart offers some comparative information.

<sup>31</sup> (20 slide presentation - see Appendix 3)



Ms Matsumoto also demonstrated how the data can show differences in the Employment-to-population ratio by age and sex.

### Indicator 1.6: Working poverty rate

The working poverty rate indicates the proportion of employed people living below the poverty line. Calculation for this indicator is a two step process that involves estimating (a) the number of working poor and (b) the share of working poor in total employment. The worked formulae are shown below:

$$\begin{aligned} & \text{Number of working poor (TZ, 2006)} \\ &= \text{poverty rate [0.339]} \times \text{labour force [18821526]} \\ &= 6380497 \end{aligned}$$

$$\begin{aligned} & \text{Working poverty rate (TZ, 2006)} \\ &= (\text{working poor [6380497]} \div \text{total employment [17944558]}) \times 100 \\ &= 35.6 \end{aligned}$$

And here are the numbers laid out for easy calculation:

	(1)	(2)	(3)=(1)*(2)	(4)	(5)=(3)/(4)*100
Year	Poverty rates (%)	Labour force (15+)	Working poor	Employed (15+)	WPR (%)
2000	0.357	15,490,730	5,530,191	14,710,120	37.6
2006	0.339	18,821,526	6,380,497	17,944,558	35.6

### Indicator 1.7: Vulnerable employment rate

This indicator is a measure of what are deemed to be the more vulnerable statuses of employment, namely own-account workers and contributing family workers<sup>32</sup>. The vulnerable employment rate is calculated as the sum of own account and contributing family workers as a proportion of total employment.

$$\begin{aligned} & \text{Vulnerable employment rate (TZ, 2006)} \\ &= \# \text{ of own-account workers} + \# \text{ of contributing family workers [15891290]} \div \text{total} \end{aligned}$$

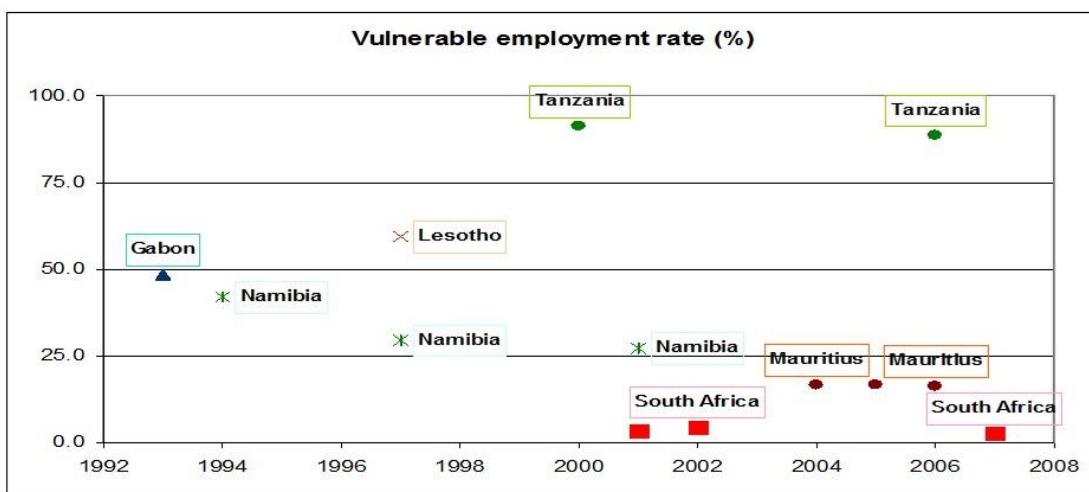
<sup>32</sup> The 1993 International Classification by Status in Employment (ICSE) employment statuses are: (1) wage and salary workers, also known as employees; (2) self-employed workers with employees, also known as employers; (3) self-employed workers without employees, also known as own-account workers; (4) members of producers' cooperatives; (5) contributing family workers, also known as unpaid family workers; and (6) workers not classifiable by status.

$$\text{employment [17944558]} \times 100 \\ = 88.6\%$$

In Tanzania the reported status of the # of own-account workers includes: (a) # of self-employed without employees in non-agricultural activities and (b) # of workers engaged in “own farm or shamba”.

	(1)	(2)	(3)=(1)/(2)*100
Year	Vulnerable employment (15+)	Employed (15+)	VER
2000	13,420,818	14,710,120	91.2
2006	15,891,290	17,944,558	88.6

The following chart offers some comparative information.



Ms Matsumoto also demonstrated how the data can show differences in the vulnerable employment rate through time for sex and age generally and for non-agriculture in particular.

## Challenges and experiences in the Tanzanian context

Novati Buberwa's presentation<sup>33</sup> highlighted a series of challenges and experiences relating to Labour Market data in Tanzania.

There have been three **Labour Force Surveys** in Tanzania - 1990/91, 2000/01 and 2006. However, data from the first is not available so only the second two were used. Also the three surveys covered only mainland Tanzania (ie they did not include Zanzibar) and they do not thus provide data about the Republic as a whole.

The survey year intervals made it difficult to make mid-year estimations for some variables for the four MDG indicators.

The lower age limit for the employed population was 10+ in 1990/91 & 2000/01 but was 15+ in 2006.

There are differences in the **age grouping for youth**. The standard (international) system uses 15 to 24 years but the Tanzanian (national) system uses 15 to 34 years.

<sup>33</sup> (11 slide presentation - see Appendix 3)

There are two definitions of **unemployment** - Standard (international) and Tanzanian (national). Both include (a) 'Not working' (q.6=2 and q.7a=2) and (b) 'Available for any work' (q.8=1): but the Tanzanian version also includes (c) 'With marginal attachment to their employment' (q.19a=2). Tanzania uses both definitions: for example the Employment to Population ratio (15+) (2006 ILFS) is 85.4% using the international definition and 79.2% using the national definition.

When dealing with **labour productivity** the calculations for 2000 used GDP for year 2000 and employed pop 15+ from the 2000/01 ILFS. Calculations by using GDP - at current prices or at constant prices?

When dealing with **working poverty rates** note that Household Budget Surveys are being conducted every 5 years. This makes yearly estimations for working poverty rates difficult and what should be used - basic needs poverty lines or food poverty lines?

## Session 6 - Sources of Labour Statistics

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*Igor Chernyshev, STATISTICS, ILO Geneva:*

This session was in two parts. In the first part Mr Chernyshev reviewed the relative advantages of different sources of data as the basis of labour statistics. In the second part he worked with a DWI wall matrix to gather information about current indicator availability in participating countries.

### Part 1: National Data

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Igor Chernyshev reviewed the ILO Labour Statistics Convention (160) and Recommendation (170) and also the relative advantages of five major sources of labour statistics. We note the main characteristics briefly here and those readers who want to dig deeper can refer to his detailed power point presentations that are available on the CD Rom Annex<sup>34</sup>.

The **ILO Labour Statistics Convention (160) and Recommendation (170)** 1985 have two main objectives: (a) to provide a basic framework within which countries can progressively develop statistical programmes in the field of labour and (b) to promote comparability of labour statistics between countries. Amongst the advantages, the system provides elements for describing, understanding, analysing and planning the role of labour in the modern economy, and for monitoring progress towards decent work around a well established set of topics.

**Population Censuses:** A traditional census is among the most complex and massive peacetime exercises a nation undertakes. Typically it gathers information on the following topics:

- Geographical and internal migration characteristics
- International migration characteristics
- Household and family characteristics
- Demographic and social characteristics
- Fertility and mortality
- Educational characteristics
- Economic characteristics
- Disability characteristics
- Agriculture

The data that is gathered is used for a wide range of purposes so it makes sense that the definition of terms is widely accepted and used.

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<sup>34</sup> see Appendix 3 for a list - there are separate presentations for each source

**A Labour Force Survey** (LFS) is the main instrument of data collection on employment, underemployment and unemployment in countries with market economies; it permits the collection of consistent and comprehensive information both for employees and the self-employed population.

Often the concepts and definitions of the LFS are based on the ILO international recommendations, and they can thus be used as a yardstick for international comparisons on this topic.

The LFS measures the Economically Active Population (EAP) that comprises persons of either sex who, during a specified time reference period, furnish the supply of labour for the production of goods and services, as defined by the United Nations System of National Accounts.

Two useful measures of the EAP are the usually active population and the currently active population. “The currently active population” or labour force comprises all persons who fulfil the requirements for inclusion among the employed or the unemployed as defined in the ILO *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment*, adopted by the 13<sup>th</sup> ICLS (October 1982).

Mr Chernyshev next considered **establishment-based censuses and surveys** (ES). He noted that a firm is an economic unit that produces and/or sells goods or services, and operates from a single physical location. If a firm has several such locations, each is termed an establishment.

An ES is designed to provide industry information on non-farm wage and salary employment, average weekly hours, average hourly earnings, and average weekly earnings in national, regional and metropolitan areas.

Igor Chernyshev considered the advantages and disadvantages of using ES to gather labour market information and he provided definitions for many of the terms used in ES. He also noted that household-based (eg LFS) and establishment-based data gathering methods complement one another; each provides significant types of information that the other cannot suitably supply. Population characteristics, for example, are obtained only from the household survey, whereas detailed industrial classifications are much more reliably derived from establishment reports.

**Administrative records** can be built from data that is produced as a by-product of the administrative functions of a government agency. This data is gathered primarily for administrative rather than for statistical purposes and can therefore be thought of as an indirect rather than a direct method of gathering data: but it can provide rich data if properly set up to produce relevant statistics. Mr Chernyshev covered the main advantages and disadvantages of this indirect system and this included the cost and quality of the process.

The type of administrative records that can be used include:

- Employment exchange registers
- Unemployment insurance records
- Social security files
- Public sector payrolls and personnel lists
- Tax records
- Labour inspection records
- Workers’ and employers’ organisations

Mr Chernyshev noted that other sources of labour market information include such things as advertisements of job vacancies and newspaper reports of labour conflicts, etc

## Part 2: Participants' data: current indicator availability

In Part 2 of this session Igor Chernyshev clarified what indicator information can be captured from each of the data sources. He did this by referring to a Decent Work Indicator (DWI) Wall Matrix. The basic matrix is presented on the next three pages. There are 10 categories and 26 specific indicators of which 17 are ‘main’, 6 are ‘additional’ and 3 are ‘context’<sup>35</sup>: also, 5 are MDG indicators and 7 are wage indicators. There are Primary Data Source columns for (a) LFS and other household surveys, (b) Establishment Surveys (c) Population Census and (d) Administrative data sources.

During this session participants were invited to attach the name of their country to the DWI Wall Matrix to show the indicators that are currently available in that country. There were three options (a) Currently used for national monitoring, (b) Indicator is available, and (c) Raw data collected and/or related indicator available. The results are recorded in the following pages.

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<sup>35</sup> refer to Session 3 for a definition of the terms.

## Decent Work Indicators: Country level Information (mid 2009)

Showing indicators, Primary Data Sources and Indicators that are currently available in country

Legend: M = Main; A = Additional; C = Context  
(S) = Disaggregated by sex  
++ = MDG Indicators (Goal 1 and 3)  
+ = Wage Indicators

LFS = Labour force and other household surveys  
ES = Establishment Surveys  
POP = Population Census  
ADS = Administrative data sources

		Decent Work Indicators	Primary Data Source				Indicators that are currently available in country		
			LFS	ES	POP	ADS	Currently used for national monitoring	Indicator is available	Raw data collected and/or related indicator available
<b>Employment opportunities</b>									
	+	Employment-to-population ratio, 15-64 years (S)	x		x		Zambia, Rwanda, Ethiopia, Namibia, Tanzania	Ghana, Uganda, Sierra Leone	Liberia, Nigeria, Botswana
		Unemployment rate (S)	x		x	x	Zambia, Uganda, Ethiopia, Nigeria, Namibia, Botswana, Malawi, Tanzania,	Ghana, Rwanda, Sierra Leone	Liberia
		Youth not in education and not in employment (S)	x		x		Uganda, Ethiopia, Botswana, Malawi,	Sierra Leone	Ghana, Zambia, Liberia, Rwanda, Nigeria, Namibia, Tanzania
		Informal employment (S)	x		x		Malawi, Zambia, Rwanda, Ethiopia, Namibia, Botswana	Sierra Leone, Ghana, Nigeria, Tanzania,	Uganda, Liberia
	+	Proportion of own-account and contributing family workers in total employment (S)	x		x		Rwanda, Namibia, Malawi	Ethiopia, Tanzania	Ghana, Uganda, Liberia
<b>Adequate earnings and productive work</b>									
	+	Working poor (S)	x				Uganda		Tanzania, Ghana, Rwanda, Ethiopia Nigeria, Namibia, Botswana, Malawi

<b>M</b>	<b>+</b>	Low pay rate (below 2/3 of median hourly earnings) (S)	x	x			Ethiopia		Tanzania, Uganda, Rwanda, Nigeria
		Average hourly earnings in selected occupations (S)		x				Ghana	Tanzania, Uganda, Rwanda, Nigeria
		Average real wages (S)	x	x			Zambia	Tanzania	Ghana, Uganda, Rwanda
		Minimum wage as % of median wage	x	x					Tanzania, Ghana, Rwanda, Nigeria, Botswana
<b>Decent hours</b>									
		Excessive hours (more than 48 hours per week, usual hours) (S)	x	x	x		Zambia, Namibia	Ghana	Tanzania, Uganda, Liberia, Rwanda, Nigeria
<b>Work that should be abolished</b>									
		Child labour (S)	x	x	x		Tanzania, Zambia, Uganda, Rwanda, Namibia	Sierra Leone, Ghana, Nigeria	Liberia
<b>Stability and security of work</b>									
		Proportion of employed in precarious types of work (casual, seasonal and temporary workers) (S)	x		x		Zambia, Uganda, Namibia		Ghana, Rwanda, Nigeria
<b>Equal opportunity and treatment in employment</b>									
		Occupational segregation by sex	x	x	x		Zambia, Botswana, Rwanda, Uganda, Nigeria, Namibia	Sierra Leone, Ghana, Tanzania	
		Female share of employment in ISCO-88 groups 11 and 12	x	x	x		Malawi, Rwanda, Uganda, Namibia	Botswana	Ghana, Zambia, Nigeria, Tanzania
		Gender wage gap	x	x			Namibia	Ghana	Botswana, Rwanda, Tanzania
<b>+</b>		Share of women in wage employment in the non-agricultural sector	x		x		Malawi, Botswana, Zambia, Rwanda, Uganda, Namibia	Ghana, Tanzania	Liberia, Nigeria
<b>Safe work environment</b>									
		Occupational injury rate, fatal		x		x	Botswana, Nigeria, Namibia	Ghana, Tanzania (mainland)	Zambia, Rwanda

		<b>Social security</b>							
		Share of population aged 65 and above benefiting from a pension (S)	x			x	Rwanda, Namibia		Botswana, Uganda
		Public social security expenditure (% of GDP)				x	Zambia	Tanzania (mainland)	Botswana, Rwanda, Uganda
<b>Social dialogue, workers' and employers' representation</b>									
		Union density rate (S)	x	x		x	Uganda, Nigeria, Namibia		Zambia, Ghana, Botswana, Rwanda
		Enterprises belonging to employer organization [rate]		x		x	Uganda, Nigeria	Tanzania (mainland), Namibia	Ghana, Rwanda
		Collective bargaining coverage rate (S)		x		x	Uganda, Nigeria, Namibia		Ghana, Botswana, Rwanda
<b>Economic and social context for decent work</b>									
+		Growth rate of labour productivity		x				Uganda, Namibia	Rwanda, Tanzania
		Income inequality (percentile ratio P90/P10, income or consumption)				x	Botswana	Rwanda, Namibia	Ghana, Uganda, Tanzania
		Labour share in GDP				x		Namibia	Ghana, Rwanda, Nigeria, Uganda, Tanzania

### **Discussion:**

As a complement to the presentation, there were some ILO clarifications on the process of identifying different sources of information for each of the DWI.

Sophia Lawrence clarified the difference between the ‘currently active population’ as opposed to the ‘usually active population’ in response to further questions. She noted that the difference depends on the reference period with the former measured in relation to a short reference period of one day or one week and the latter to a long reference period such as a year. From an LFS, it was only possible to measure what the respondents were doing during the reference period determined for that LFS. There are two options: (a) if a LFS was conducted frequently then current activity status may be a useful indicator to monitor LMI but (b) if a LFS was conducted infrequently, it would make more sense to monitor usual activity status or a combination, even though it generated problems, such as related to recall errors.

Malte Luebker emphasized the need to combine information from different data sources for full monitoring of Decent Work. However, different sources produced different results, and this raised the need for some caution in application and interpretation.

## Session 7 - Wage Indicators

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*Patrick Belser, TRAVAIL, ILO Geneva:*

Patrick Belser explained the content of the Global Wage Report (Part I). He then invited the participants to share their experiences in collecting information on wages and earnings.

### The Global Wage Report

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The 2008 ILO Declaration on Social Justice for a Fair Globalization called for “policies in regard to wages and earnings, hours and other conditions of work, designed to ensure a just share of the fruits of progress to all and a minimum living wage to all employed and in need of such protection”.

The ILO’s First Global Wage Report<sup>36</sup> was issued in November 2008 and has two parts: Part I: dissemination of statistics and analysis of wage trends; Part II good practices in minimum wages and collective bargaining

The key findings in part one are:

- During the high growth period (1995-2007), the share of wage-employment has increased
- In 50% of all countries, real wages (net of inflation) have increased at less than 2%/year (2001-07).
- The share of wages in GDP has declined in 70% of all the countries (1995-2007)
- In 70% of countries, inequality between top and bottom wage earners has increased since 1995
- In 80% of the countries, the wage gap between women and men has declined, but only slowly

The report shows that when GDP per capita increased by 1.0 percentage point, average wages increased by only 0.75 percentage point. This means that wages have not kept pace with productivity increases and this is because GDP growth has been distributed to profits more than to wages. This provides a challenge in terms of ensuring ‘a just share of the fruits of progress to all’.

### Participants' experience

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Following his presentation Mr Belser invited the participants to share their experiences in collecting information on wages and earnings.

In Zambia, data collected in 2005 included information on income that allowed for estimation of average earnings per month. The LFS did not incorporate hourly wages.

In Namibia the first Occupational Wage Survey was conducted in 2002 with the objective of collecting information to set the baseline statistics on wages. The big challenge faced at the time was that there was no single reliable sample frame offering a register of companies or establishments from which the sample could be drawn. The Ministry of Trade and Industry was approached since all companies were registered with them, but the information was in

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<sup>36</sup> PB's 25 slide presentation (covering both parts of the First Global Wage Report) is included on the CD Rom Annex - see Appendix 3 for details. A four page executive summary of the report is available online at [http://www.ilo.org/public/english/region/euro/moscow/news/2008/gwr\\_en.pdf](http://www.ilo.org/public/english/region/euro/moscow/news/2008/gwr_en.pdf)

manual format. The Ministry of Social Security was approached, but the coverage was limited. The Association of Local Authorities was able to provide a list, but there was the problem of avoiding duplication of the sample frame - and the coverage was limited.

The temporary solution was to send the enumerators to the field to cover each establishment in the list, and if they were not in the list, to document them. The information was collected, but there was a lot of ‘not applicable’, either because the response rate was low or because the establishments were closed. In Namibia the 2008 LFS included a question on income that is currently being analyzed. The country is preparing to conduct a wage survey in 2009.

In Botswana an establishment survey was conducted that collected some information on wages. One of the challenges faced was that the register of enterprises had not been regularly updated, and also, the response rate was very low. As a solution to the low response rate, workshops were conducted for companies to sensitize them to the importance of the information being collected.

In Nigeria data on wages and earnings have been collected, but the indicators have not been made. Data was collected only for paid employees.

In Uganda some information was collected by means of an establishment survey that also covered employees. In 2009 the national household survey included a labour force module with questions on earnings.

The participant from Zambia raised a concern that collecting information on wages was particularly difficult, and asked for ILO support in strengthening this collection system.

#### **Some ILO clarifications:**

Tite Habiyakare clarified that it is sometimes the case that data is lacking. But even when some information has been collected, knowledge of how to analyze it can also be lacking.

Sophia Lawrence emphasized the need to distinguish between income from self-employment and income from paid employment as defined by the ICLS. Decent Work indicators include average hourly earnings. Collecting information on hours of work from self-employed while not simple is nonetheless possible for example through LFS.

Establishment or enterprise surveys often cover only the bigger businesses, and this means that while information on wages is collected, the coverage can be quite limited. Many of the issues can be overcome by formulating a good set of questions in preparing for the various surveys.

Jeff Johnson indicated that in some countries, the Ministry of Finance collected information on payroll taxes, disaggregated by occupation which could also be used.

Patrick Belser explained the ICLS<sup>37</sup> definitions on wages and earnings, and on income related to paid employment against income from self-employment.

## **Session 8 - Incorporating informal employment into LMI**

*Malte Luebker, ILO/EC Project ‘Monitoring and Assessing Progress on Decent Work’ (MAP)*

Malte Luebker’s presentation<sup>38</sup> used data from Zimbabwe to show the limitations of the unemployment rate for monitoring overall labour markets developments and presented an analysis based on the decent work indicator “Informal employment”.

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<sup>37</sup> International Conference of Labour Statisticians - see

<http://www.ilo.org/public/english/bureau/stat/techmeet/cls/subjects.htm>

<sup>38</sup> (17 slide presentation - see Appendix 3)

	1982	1986/87	1993	1999	2004
Unemployment rate (Male and Female)	10.8	7.2	7.9	6.0	4.4
Male	10.9	6.5	10.2	7.3	4.3
Female	10.7	7.9	5.3	4.6	4.5

Source: Central Statistical Office, 2004 Indicator Monitoring – Labour Force Survey. Harare: CSO, 2005.

The unemployment rate, when used alone, can be misleading. The above table suggests improvement in the labour market situation since the early 1990s, but it ignores changes in type of jobs and returns to work. The table also suggests gender equality in the labour market, but it conceals differences in access to formal employment, type of economic activity, returns to work, non-SNA<sup>39</sup> work and working time.

Mr Luebker suggested that, in terms of decent work indicators, there is a need to go beyond employment vs. unemployment and to look at types of jobs. This can be done using two concepts: (1) **Informal sector** (an enterprise-based concept) which is defined by ICLS (1993) as private unincorporated enterprises<sup>40</sup>, and (2) **Informal employment** (a job-based concept) for which the ICLS (2003)<sup>41</sup> definition builds on the informal sector concept and status in employment (ICSE-1993<sup>42</sup>). The following table maps the field of possibilities by plotting status in employment (columns) against institutional sectors (rows).

#### Matrix of employed population by institutional sector and status in employment

	Own-account worker		Employer		Contributing family workers	Employees		Members of producers' cooperatives	
	Informal	Formal	Informal	Formal		Informal	Formal	Informal	Formal
Formal sector enterprises		o		o	x	x	o		o
Informal sector enterprises <sup>1</sup>	x		x		x	x	o	x	
Households <sup>2</sup>	x					x	o		

Notes: Cells that are excluded by definition are shaded grey; informal jobs are marked with an "x", formal jobs with an "o". (1) As defined by the 15<sup>th</sup> ICLS (excluding households employing paid domestic workers). (2) Households producing goods for their own final use and households employing paid domestic workers.

Source: Adapted from Hussmanns 2004.

‘Informal employment’ is the dominant source of employment and the concept is broader than ‘informal sector’ in that it also captures informal employment in the formal sector and informal employment in households.

Zimbabwe data on the distribution of total employment suggests gender equality, but: (a) almost three quarters of formal jobs are held by men and (b) the majority of informal jobs are held by women. This shows that the informal employment concept is useful for revealing gender differences.

Mr Luebker went on to demonstrate the value of the concept by using it on data from a small-scale survey in Glen View (Harare) in November 2006. He concluded his presentation by highlighting the need for broadening monitoring systems because:

<sup>39</sup> System of National Accounts

<sup>40</sup> with optional limitation to (a) non-agricultural activities and (b) below size threshold (e.g. less than 10 employees)

<sup>41</sup> International Conference of Labour Statisticians - see

<http://www.ilo.org/public/english/bureau/stat/techmeet/cls/subjects.htm>

<sup>42</sup> [http://www.ilo.org/global/What\\_we\\_do/Statistics/topics/Statusinemployment/guidelines/lang--en/index.htm](http://www.ilo.org/global/What_we_do/Statistics/topics/Statusinemployment/guidelines/lang--en/index.htm)

- The unemployment rate is a widely used indicator, but it can be insufficient to monitor decent work
- In Zimbabwe, a falling unemployment rate suggests progress and gender equality but in fact large gender differences exist
- ‘Informal employment’ is a useful concept in capturing the labour market situation and the differences in the type of jobs held by men and women
- Zimbabwe’s example shows that Labour Force Surveys are a good tool to collect additional decent work indicators & gender relevant statistics
- National monitoring frameworks should consider the full ‘tool box’ of decent work indicators

### **Discussion:**

Participants from Ghana and Nigeria asked whether apprentices could be given employment status and where they would fit<sup>43</sup>. The succinct ILO reply was that if they were part of a production process they would be considered to be employed. If they were just learning but not actually contributing to production, then they would be considered as a trainee who is “inactive”.

A participant from Ethiopia pointed out that some informal sector workers (e.g. shoe makers) earned more than those employed by the public sector. Would it make sense to consider such workers as informal? The ILO reply was that there is a lot of diversity in both the informal and formal sectors.

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## **Session 9 and 10 - MDG Reports**

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*Theo Sparreboom, EMP/TRENDS, ILO Geneva  
Sophia Lawrence, STATISTICS, ILO Geneva*

Sessions 9 and 10 took up the whole of day three. The participants conducted analytical exercises on the MDG employment indicators using the Key Indicators of the Labour Market (KILM) database and other information. The preparation of reports on the MDG indicators was also discussed in depth.

Theo Sparreboom began with a presentation noting the impact of the global economic crisis on employment and the labour market. Ms Lawrence then presented on MDG Reports and particularly on the interpretation and national reporting of indicator 3.2. Participants were then introduced to the KILM software and national feedback was sought from each country. The day ended with a presentation by Theo Sparreboom on the creation of national reports.

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### **The impact of the global economic crisis**

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Theo Sparreboom’s presentation<sup>44</sup> noted the impact of the global economic crisis on employment and the labour market. Three scenarios were offered based on the May 2009 update of “Global Employment Trends<sup>45</sup>”. The examples given dealt with vulnerable employment, unemployment and working poverty in sub-Saharan Africa.

The scenarios were:

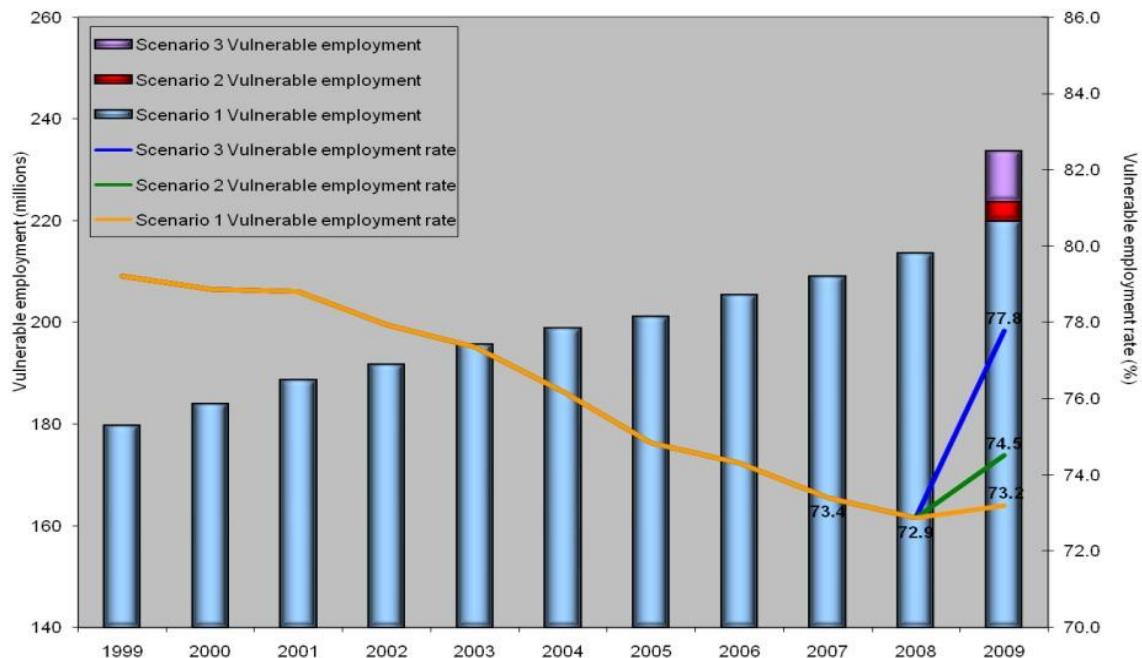
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<sup>43</sup> Some other participants raised the issue of domestic workers.

<sup>44</sup> (5 slide presentation - see Appendix 3)

<sup>45</sup> <http://www.ilo.org/public/english/employment/strat/stratprod.htm>

Scenario 1	Scenario 2	Scenario 3
Based on the long-term relationship between GDP growth and vulnerable employment at the country level since 1991, together with 2009 IMF GDP growth projections.	Based on the largest drop in GDP ('crisis') observed in each country since 1991 and its impact on vulnerable employment, together with 2009 IMF GDP growth projections.	Based on the largest percentage point increase in the vulnerable employment rate observed in each country in any one year since 1991. This scenario is not affected by revisions in GDP growth rates.



See Global Employment Trends, May 2009 update, Tables B4 and B5, p. 29 and 30

## Reporting on MDG indicator 3.2.

Sophia Lawrence's presentation<sup>46</sup> dealt with MDG Reports and particularly with the interpretation and national reporting of indicator 3.2.

She noted that ILO tries to support country MDG production by (a) enhancing the national statistical capacity to produce data needed for estimating indicators, (b) developing national analytical capacity to produce good-quality imputed values, (c) monitoring MDGs and development programmes, and (d) ensuring that all available national-level data is collected in the least burdensome way.

When considering each indicator, the choice of new indicators, and the full set of indicators needed for national purposes, we should address them within the context of evidence-based policy making and the policy cycle. This involves thinking about types and levels of indicators and about developing and using a monitoring budget.

<sup>46</sup> (22 slide presentation - see Appendix 3 ) - the 'notes' are particularly informative.

There is also a need to think about the effective communication of MDG indicators as part of a Labour Market Information System (LMIS). This might include the following:

- Maps, charts, graphs and tables
- Appropriate commentary
- Meta-Documentation
- Use of DevInfo<sup>47</sup> & UN Agency websites
- Targeting audiences
- Using the mass media for reporting
- Timing of reports

Ms Lawrence then moved on to consider gender issues and noted that while the bulked up employment figures seem to show a move towards equal shares of wage employment, the contextual realities tell a very different story. There is thus a need for indicators and measurement methods that truly reflect the diversity of conditions relating to gender inequality. This shows up in wage gaps, occupational segregation, higher relative unemployment rates and women's disproportionate representation in informal employment, particularly in agriculture and in unpaid work.



**Distribution of total employment by status in employment of men and women, developing regions 1997 and 2008 (Percentage)**



There is a particular challenge to adequately describe all workers and work situations. The identification and adequate description of “atypical” work situations – i.e. those which do not reflect a common view of what “working” and “joblessness” are all about - is the most important challenge for conventional labour statistics and for a sound LMIS. It is more difficult to identify and describe work situations which are informal, irregular, short time and unpaid than work which is paid, full-time, regular and in formal sector establishments. Measurement methodologies need to apply special procedures when there is a risk that groups of workers or work situations may be overlooked.

Current gaps in statistical information calls for (a) improving existing sources and creating new ones, (b) more regular data collection, (c) more effective national LMIS outputs and results, and (d) better mutual support and networking (national and international).

<sup>47</sup> <http://www.devinfo.org/>

Finally Sophia Lawrence noted that, to ensure a sustainable future for all, we need to challenge specific obstacles facing our women and girls who make up half the world's population. This is because all inequalities combined make it too hard to translate labour into paid work, paid work into higher incomes, and higher incomes into reducing poverty.

## Key Indicators of the Labour Market (KILM) software

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Theo Sparreboom's presentation<sup>48</sup> gave a brief overview of how the KILM software could be used to create national reports on the MDG employment indicators, and on how to include cross country comparisons.

He explained that the KILM Software deals with 20 Indicators and that data on these can be retrieved to create figures. The software also allowed for the exporting of indicators and data.

Mr Sparreboom then noted that designing a national report involved three stages: tabulation plan, outline, and then analysis and write-up.

The idea in the tabulation plan is to have one table per indicator. Each table would have breakdowns for both sexes/females/males, age group, etc and the sources would be listed. There might also be a need for additional tables or charts. He gave the following example from Botswana.

### Employment-to-population rate (%)

15+	1996	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Botswana (12+)</b>										
Both Sexes	36.3						46.8			
Males	42.6						54.3			
Females	30.8						40.6			
<b>Sub-Saharan Africa</b>										
Both Sexes	65.3	64.8	64.7	64.7	64.7	64.9	65.0	65.0	65.2	65.4
Males	76.1	75.3	75.1	75.0	74.7	74.7	74.6	74.4	74.6	74.5
Females	54.9	54.7	54.7	54.8	55.0	55.5	55.8	56.0	56.2	56.5
<b>Developed economies</b>										
Both Sexes	54.0	54.8	54.6	54.0	53.9	53.8	54.1	54.5	54.5	54.2
Males	64.4	64.5	64.0	63.1	62.7	62.6	62.8	63.2	63.0	62.4
Females	44.6	46.0	46.0	45.7	45.7	45.8	46.0	46.5	46.8	46.8

#### Sources:

Botswana: *Labour Force Survey* (Gaborone, Central Statistics Office, various years)  
Regions: Trends Econometric Models (Geneva, ILO, May 2009)

In terms of analysis, Mr Sparreboom offered examples from Zambia where he showed the “Status in employment as numbers and as %” and also “Vulnerable employment, Zambia and Sub-Saharan Africa (%).” This demonstrated the power of the KILM system.

The **Key Indicators of the Labour Market** (KILM) is published every other year. The KILM makes labour market information and analysis easily accessible and facilitates the comparison of key elements of national labour markets.

It contains a core set of 20 labour market indicators that cover various facets of decent

<sup>48</sup> (22 slide presentation - see Appendix 3)

work deficits around the world. The KILM thereby is a wide-ranging and broadly-used reference tool that meets the ever-increasing demands for timely, accurate and accessible labour market information and analysis in a rapidly changing world of work.

The KILM software is free to download from  
<http://www.ilo.org/public/english/employment/strat/kilm/>

## The creation of national reports

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Theo Sparreboom noted that “Write-up” of national reports was a three-stage process that dealt with the following topics:

Introduction	Analysis of indicators	Conclusion
<ul style="list-style-type: none"><li>• Economic context (growth, exports)</li><li>• Policy framework (reform policies?)</li></ul>	<ul style="list-style-type: none"><li>• Level (regional average? other countries?)</li><li>• Development over time (improvement?)</li><li>• Disaggregation (regional, sex, sectoral, etc.)</li><li>• Relation with other Decent Work indicators</li><li>• Explanatory factors/causes</li></ul>	<ul style="list-style-type: none"><li>• Summary of labour market development</li><li>• Relation with policy framework</li><li>• Need for additional data, analysis, etc.</li></ul>

## Session 11 - Minimum Wages

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*Patrick Belser, TRAVAIL, ILO Geneva*

*Kwabia Boateng, UNECA-OPM, Addis Ababa*

*Joseph Shitundu, ERB-UDSM, Dar es Salaam, Tanzania*

Patrick Belser opened the session by noting that ‘minimum wage’ was a policy option and he raised the question of what kind of data would be most relevant in setting minimum wages.

Kwabia Boateng followed by sharing Ghana’s experience in the process of debating, conceptualizing and setting the minimum wage.

Joseph Shitundu then provided an overview of the process of setting minimum wages for the private sector in Tanzania: this included a review of the Wage Board and the new Wage Order.

Mr Belser wrapped up the session by considering the pros and cons of many of the minimum wage issues that were raised during the session.

### Minimum wages - Ghana's experience

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Kwabia Boateng’s presentation<sup>49</sup> considered the fundamentals of minimum wages through sharing Ghana’s experience in the process of debating, conceptualizing and setting the minimum wage.

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<sup>49</sup> (12 slide presentation - see Appendix 3)

He began by noting that the concept of ‘decent jobs’ involves more than just wages: it has many different components of which ‘minimum wage’ is only one.

In Ghana, you can ask the question, “When you compare your wages for similar work done elsewhere - is it similar, higher, or lower?” And the reply is likely to be, “Are you looking for any job?” Some would say “yes”, while others would say “no”. In the public services, many (70-75%) of those whose wages were quite low were not looking for other work. This serves to highlight that it is not just wages that determine decent job outcomes.

He emphasized the need to have relevant data for policy makers to make the right decisions. For this to happen there needs to be a link between data collectors, researchers, and policy makers. This would ensure that data is collected and analysed to explain those events and trends to which policy maker's attention has been drawn.

There needs to be a link between data collectors, researchers, and policy makers. This would ensure that data is collected and analysed to explain those events and trends to which policy maker's attention has been drawn

He noted that there are many reasons for having a minimum wage. These include:

- To break the vicious circle of working poverty
- To eliminate “sweated labour”
- To protect real incomes
- To encourage firms to seek other ways of cutting costs
- To ensure equal wages for vulnerable groups
- To prevent industrial conflicts
- To minimise the incidence of cost-inflation and ensure macro-stability

In setting minimum wages, we need to have a broad perspective on the structure of the entire economy – not only goods and services, but also on the structure of the factor markets.

There are three main concepts concerning the minimum wage:

<b>Statutory minimum wage (SMW)</b> , set by the government.	<b>Daily minimum wage</b> (effective rate), set at the enterprise level. In Ghana, many enterprises have their own standards, and the daily minimum wage is usually well above the SMW.	<b>Living wage</b> , which is a wage that is sufficient to cater for the basic needs of the worker and his immediate family <sup>50</sup> .
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There are three main approaches to fixing the minimum wage in an economy:

<b>Macroeconomic approaches</b> (especially the SMW set by the government in order to set the national level minimum in relation to GDP per capita growth, inflation, size of public revenues).	<b>Sectoral and demographic approaches</b> that have a specific minimum - for example for young people and migrants.	<b>Microeconomic approaches</b> at the enterprise level.
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Kwabia Boateng told of a specific experience from Ghana. In 1988 the Government tried to minimize the conflicts that arise during the negotiations for a minimum wage by using the **human capital approach**. This focuses on estimating the wage that would allow a worker

<sup>50</sup> This is the historical definition of minimum wage when it was first institutionalized in Australia, Canada...

and his family to develop their human capital. This makes it possible to calculate the extent to which the workers' compensations paid for their education, experience, competencies and skills.

In this process, data would become very important and there is need to develop a database on key indicators such as: daily minimum wages at enterprise level; productivity; quality of inputs; market structures; job contracts; off-the-clock work; and health and safety issues.

Mr Boateng also highlighted the distributional implications of minimum wages. This requires knowing how many households are actually earning around the minimum wage. Larger households tend to earn around the minimum wage. Also, intra-household transfers (for example, urban-rural) are more likely to occur amongst household members who are earning around the minimum wage than amongst people who are earning more. It thus becomes clear that, when minimum wages are set, implications go far beyond the specific individuals involved.

Finally the presenter noted that empirical evidence on the impact of minimum wages on profitability of establishments was mixed and indeterminate. He therefore repeated the urgent need to strengthen linkages between the policy makers and the institutions responsible for collecting and analyzing data.

### **Discussion:**

A participant from **Sierra Leone** sought clarification about who fixes the minimum wage. In reply, Kwabia Boateng noted that it was a tripartite process. He noted that the Government tended to have an upper hand since it is one of the main employers in the formal sector. If there was a public sector minimum wage then private sector enterprises will take it as a benchmark and determine their own minimum.

A participant from **Rwanda** noted that minimum wages may have implications for the competitiveness of goods. If the countries were in a common market, and if one country sets the minimum wage, what is the implication for international competitiveness? In reply, Mr Boateng noted that the implications may not be straightforward, as much depends on the underlying assumptions. For example, he noted that the international market is not usually competitive: much of its impact depended on the proportion of labour costs to total costs. In this regard, Patrick Belser also noted that there have been studies of the relationship between minimum wages and product prices: these found a limited relationship because the employers change their behaviour in response to minimum wages.

A participant from **Botswana** noted that, in Botswana, the macroeconomic approach was taken to annually determine and adjust the statutory minimum wage by taking into account inflation and other economic performance factors. The participant was interested in learning more about microeconomic approaches to determining the minimum wages.

A participant from **Ethiopia** noted that they have conducted a number of studies on minimum wages. They found that if the minimum wage was set at \$20, there will be too many people who would want to be hired - it would result in an excess supply situation.

A participant from **Zambia** asked what steps Ghana has undertaken to extend the minimum wage to the informal sector where most vulnerable groups of workers can be found. He also noted that a major challenge facing Zambia was to develop an adequate social protection system for the people. He felt that it might be desirable to use the minimum wage as one of the instruments. But there would then be an issue of increasing the cost of doing business.

## Minimum wages - Tanzania's experience

Joseph Shitundu's presentation<sup>51</sup> provided an overview of the process of setting minimum wages for the private sector in Tanzania.

Mr Shitundu explained the underlying reasons for deliberately fixing minimum wages. These included that, on their own, labour markets cannot assure a 'fair wage' to each occupation, and in particular to unskilled labour. Market efficiency is economically desirable but may not always be socially desirable. This means that the primary objective of the minimum wage legislation is to improve the standard of living of the lowest-paid workers and their families and those who are least able to formulate their interests in a collective forum.

The primary objective of the minimum wage legislation is to improve the standard of living of the lowest-paid workers and their families and those who are least able to formulate their interests in a collective forum.

Tanzania opted for a set of sectoral minimum wages. Reasons for this include:

- Profits differ significantly between sectors. Hence, sectors have a different ability to pay
- Working conditions vary between sectors, and people may not have the ability to defend their position
- The option for tax measures to preferentially subsidize the cost of living was operationally impracticable in Tanzania
- The wage bargaining forums were either weak or non-existent
- To provide social protection to increase wage incomes and improve living standards
- To enable the local workers to earn a "fair" wage.

Joseph Shitundu then explained the process of setting minimum wages through a Wage Board, whose functions consisted of investigating the rates for minimum remuneration and other conditions of employment and making recommendations to the Minister. The Wage Board would also be promoting collective bargaining between registered trade unions, employees and registered employers' associations. (For the Board to function effectively, it needed proper representation/composition, skills, etc. which were lacking.)

The Wage Board consisted of eight members: 2 from trade unions, 2 from employers' associations, 2 from government, and the other 2 appointed by the Minister.

Mr Shitundu highlighted some of the weaknesses in the process of setting the new minimum wage rates:

- The process of consultation, meeting, bargaining, and setting of new minimum wages was weak. Face-to-face negotiations were marginal
- Bargaining presented a major problem both at the national and the local level. At the national level, the employers' associations were not fully representative
- Many employers did not deliver the minimum wages, and many were not cooperative
- The definition of the sectors became problematic. Boundaries between one sector and another are sometimes unclear
- The issue of setting wages by age made the situation even more complicated

<sup>51</sup> (75 slide presentation - see Appendix 3)

Mr Shitundu then gave detailed examples of how the minimum wage is calculated sector by sector<sup>52</sup>. The table shows the results for eight of the main sectors.

Note that many countries that have minimum wage legislation have minimum wage rates that fall between 25% and 60% of the average wage.

With the proposed amendments in 2007, Tanzania will pay on average a minimum wage that is about 36.4% of the average wage in the private sector

The ratio is within the range paid by other countries and should be sufficient to achieve the objectives of the minimum wage including promotion of investment growth, employment and competitiveness.

As of May 2008, the general compliance with the new minimum wage rates was 56.7%. It is interesting to note that wage increases could not be directly associated with the overall, recent decrease in business performance - the decrease applied equally to businesses that complied and those that did not!

### **Discussion:**

A participant asked about setting the minimum wage for **different age groups** and whether setting a lower rate for younger age groups might lead to exploitation. Joseph Shitundu responded by noting that differentiating the minimum wages across age groups added another dimension of complication.

A participant asked if setting the minimum wage for different groups and for rural vs. urban areas would not **contradict an ILO Convention**? Patrick Belser noted that having two different rates or different rates for different groups would not violate the Convention on equal pay for equal work.

A participant asked for a recommendation as to which is better: **sectoral or national minimum wages**? In reply, Joseph Shitundu suggested a need to examine the conditions within a particular country very closely.

A participant from Liberia asked if setting of separate minimum wages for rural and urban areas induced greater rural-urban migration. Another participant asked whether there was a need to cushion the imbalances that might occur as a result of inter-sectoral differences in minimum wages. In reply, Mr Shitundu noted that it is not always obvious because in rural-urban migration there are both pull and push factors at play. In terms of sectoral imbalances, he emphasized that the minimum wages were needed to protect workers since Tanzania did not have strong social protection arrangements.

A participant from Namibia commented more about the urban-rural and sector-level minimum wages. She noted that there is a whole range of occupations within a sector. She wondered whether it would make more sense to set minimum wages by occupation rather than by sector.

<b>Minimum wage as % of average wage in the sector</b>	
<b>Sector</b>	<b>%</b>
health	31.4
agriculture	31.7
trade, industry and commerce	25.9
transport and communication	41.2
mining	29.0
fishing and marine services	38.9
domestic services and hospitality	46.2
private security services	47.1
<b>All Sectors</b>	<b>36.4</b>

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<sup>52</sup> Presentation slides 23 to 61

## Minimum Wages: key policy issues

Patrick Belser wrapped up the session by considering the pros and cons of many of the policy issues raised during the session. His presentation<sup>53</sup> covered the five areas that are listed below:

### **1. Minimum wages: managed and monitored by whom and how?**

The government alone or the tripartite committee? In practice, the minimum wages can be fixed by: (a) the government without obligation to consult the social partners; (b) the government with an obligation to consult the social partners; (c) the government following recommendations of a specialized body (with tripartite representation); (d) by a specialized body (e.g. Minimum wage commission); and (e) collective bargaining, without the intervention of the government.

Recommendation - involve social partners

### **2. How many rates: one national rate or several rates?**

If there is to be one national rate, it must be set sufficiently low. To have several rates, they have to be tailored to the productivity of the sectors. These rates can be complicated to set and difficult to manage.

Recommendation - keep it simple

### **3. Applicable to whom: only the formal sector or all wage earners?**

If the minimum wage applies to only the formal sector then there is targeting but it is not fair and it has no effect on the poorest workers. If it applies to all wage-earners it can be hard to enforce for casual, rural, and informal work (and especially for migrant workers)

Recommendation - have broad coverage and include all vulnerable workers, but de-link it from social benefits!

### **4. Enforced how: the labour inspectors or the social partners?**

Labour inspectors may have the mandate but not always the capacity. If the social partners are to be the enforcers then the workers and employers have to be willing and able.

Non-compliance can be reduced by a combination of (a) improved awareness campaigns and informing workers about their rights; (b) strengthening labour administration and labour inspection systems and (c) involving trade unions and employers associations in monitoring efforts.

Recommendation - create incentive systems and use minimum wages in conjunction with other policies.

### **5. What is the right level: too low, too high, and how often should it be adjusted?**

If the minimum wage is too low then it is irrelevant and does not protect workers against “unduly low wages”, poverty and inequality. If it is too high there is the risk that workers lose their jobs, inflation accelerates, and collective bargaining is “crowded out”. There should be a balance between what the worker needs and what the employer and the economy can afford.

Recommendation - take an empirical-based approach that makes use of wage statistics.

<sup>53</sup> (29 slide presentation - see Appendix 3)

## **Session 12 - Identifying Priorities for Decent Work Indicators in Participating Countries**

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In this session participants were asked to discuss and present on (a) the Decent Work Indicators they considered important to monitor at the national level, (b) from which data sources they could be estimated and (c) why they were considered meaningful and important. Participants were also asked to note the practical steps they envisaged, and the type of support they might expect from the ILO.

In what follows we list the country presentations for Botswana, Ethiopia, Ghana, Liberia, Malawi, Namibia, Nigeria, Rwanda, Sierra Leone, Somalia, Tanzania (Mainland), Tanzania (Zanzibar), Uganda, Zambia. This is followed by a version of the Decent Work Indicator Wall Matrix showing which indicator is a priority for which country.

### **Botswana:**

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#### **TENTATIVE CHOICE OF PRIORITY INDICATORS:**

- **Employment to population ratio**, using data from LFS, HIES, CENSUS, other Household Survey (all existing). It will assist in cross checking the ability of the economy to create employment hence complementing the unemployment rate.
- **Youth not in education, not in employment**, using data from LFS, HIES, CENSUS, other household surveys (all existing). This indicator will give guidance on the formulation of the Youth Policy.
- **Informal employment**, using data from LFS, ISS (all existing). It will show the contribution of informal sector to employment
- **Proportion of own-account workers and contributing family workers in total employment**, using data from LFS, HIES, Census, Other Household Surveys (all existing). This will help in social security policies and provision of social safety nets.
- **Working poor**, using data from HIES. The indicator will assist in determining the minimum wage levels

#### **PRACTICAL STEPS ENVISAGED:**

- We aim to report what we have learnt from this workshop to our principals for their support and ownership. (By end August 2009) We are planning to sensitize the relevant stakeholders on these indicators so as to strengthen the capacity in monitoring decent work. (By end of March 2010)
- We will report through sensitization workshops, seminars, and consultative meetings and we will take advantage of existing or scheduled fora that are related

#### **ILO SUPPORT:**

- Financial and technical support

## Ethiopia:

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### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Unemployment rate**, using data from Population census, LFS, Unemployment survey, Household Survey, Informal sector survey. The unemployment rate indicates the proportion of the population that is unemployed. This information will help the government to think about projects that could absorb the population that is unemployed.
- **Employment to population ratio**
- **Youth unemployment rate**
- **Informal sector employment**
- **Child Labour**, using data from Child Labour Survey. The data on child labour is not yet analysed. Therefore, collecting data on child labour shall help to take measures to reduce child labour.
- **Average real wages / Wage information (Minimum Wages)**, using data from Wage Survey. It is important because this type of data could help to set minimum wages. The country does not presently have such data.
- **Occupation by sex, important** for poverty measurement/ reduction.

### PRACTICAL STEPS ENVISAGED:

To create an LMIS

### ILO SUPPORT:

Technical and financial assistance in the area of creating an LMIS in the country.

## Ghana

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### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **The share of informal employment to total employment** using data from Household Survey, Population Census. The importance of this indicator for the country is justified by the fact that there are better conditions in the formal sector compared to the informal sector. A reduction in the informal share may give an indicator of improvement in decent work.
- **The share of contributing family workers and own account workers in total employment** using data from Household Survey, Population Census. This indicator shows the level of vulnerability of employment
- **The proportion of workers who work for more than 40 hours per week (i.e the statutory working hours)** using data from Household Survey. This indicator may indicate how stressful the workers are and to measure vulnerability
- **Percentage of wage employees with written conditions of service (ex signed contract, paid holidays, maternity leave, pension)** using data from Household Survey. Reason of this indicator: Better conditions of service are an indicator of decency of employment. The higher the proportion, the higher the degree of decency of employment
- **Proportion of workers who earn above the minimum wage / \$2.50 a day**, using data from Household Survey. This indicator shows the proportion of workers who are earning enough to escape poverty
- **Proportion of the employed in precarious work**, using data from Household Survey, Population Census. This indicator measures the level of vulnerability of workers in terms of health and safety

- **Proportion of workers who suffer from occupational injuries**, using data from Establishment Survey, Administrative Records

**PRACTICAL STEPS ENVISAGED:**

- Liaise with Ministry of Employment and Social Welfare and Ghana Statistical Service to discuss the relevance of these indicators as far as decent work is concerned
- Stakeholders consultation workshops supported by ILO

**ILO SUPPORT:**

Technical expertise and financial support

**Liberia:**

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**TENTATIVE CHOICE OF PRIORITY INDICATORS:**

- **Employment to population ratio**, using data from National Census, Labour Force Survey (LFS). This will inform policy makers about the number of people employed.
- **Unemployment rate**, using data from National Census, LFS. This will inform policy makers about the amount of unemployment and help to devise means for improvement
- **Youth not in education, not in employment**, using data from National Census, LFS. This will inform policy makers about the size of the youth population not in school and also not working.
- **Informal employment**, using data from National Census, National Establishment Census (survey) and LFS. This will inform policy makers of the amount of informal employment
- **Child Labour** using data from National Census, LFS. This will inform policy makers about the number of children in the labour force
- **Female share of employment in ISCO88 groups 11&12** using data from LFS and Establishment Census. This indicator will capture the number of females in managerial positions
- **Share of women in wage employment in non-agricultural sector** using data from National Census, LFS. This indicator will capture the number of women involved in non-agricultural
- **Occupational segregation by sex** using data from National Census, LFS and establishment survey. This will inform policy makers about the proportion of men and women in various sectors
- **Gender Wage gap** using data from National Census, LFS. This indicator will capture the differences in wages between men and women in various sectors of the economy
- **Share of population aged 65 and above benefiting from pension** using data from National Census, LFS, Social Security and Government pension records. This indicator will capture the number of the people in the country aged 65 and above that are benefiting from the social security scheme and provide information for policy making
- **Collective bargaining coverage rate** using data from LFS and MoL union registration records. This indicator captures the extent to which social dialogue and collective bargaining cover unionized industries in the country
- **Growth rate of labour productivity** using data from National Account Survey, LFS. This indicator captures the growth of the economy and indicates the impact this growth rate is having on the labour market
- **Working poverty** using Core Welfare Indicators Questionnaire (CWIQ). This indicator will measure the poverty level of the working population

### PRACTICAL STEPS ENVISAGED:

- Report and discuss these indicators to the General Director of LISGIS and the MoL who inform the Cabinet and the Government about these indicators.
- We also intended to conduct workshop in our various institutions on the outcome of this technical seminar

### ILO SUPPORT:

- Technical support (in questionnaire design, analysis and writing of reports)
- Financial Support
- Capacity building of our staff in the statistical system

## Malawi:

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### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **VER (Vulnerable Employment Rate)**, using data from Integrated Household Survey conducted in 2004. It may also be possible to use welfare monitoring surveys (WMS) that are conducted every year.
- **EPR (employment-to-population ratio), particularly focusing on youths**, using data from the LFS, which is planned for implementation this year 2009/10. Welfare monitoring survey could also be an alternative source of data.
- **Share of women in paid non-agricultural employment**, using data from LFS and WMS.
- **Growth rate of labour productivity**, using data from the LFS and IHS due to take place next year.
- **Working poverty rate**, disaggregated by women and youths.
- **Gender wage gap**, using information from HIS, LFS and WMS.

### PRACTICAL STEPS ENVISAGED:

The first thing envisaged was to continue with the preparation for implementation of LFS and IHS. The participant noted that these two major surveys should provide necessary data for indicator construction. The technical committee was already in place, and consultation with donors has led to approval for the LFS and for the IHS. The participant noted the need to examine the possibility of monitoring other indicators since a fairly rich set of data was available in the country.

### SUPPORT FROM THE ILO:

The country sought further technical assistance, as the DWCP (2009-2014) was still in its infancy. Malawi may also need funding support. The participant noted that funding may allow for continuation with the effort to develop the LMIS (2009-2019), by intensifying collaboration with relevant stakeholders. Support to LFS (2009-2010) is also needed.

### COMMENT:

There were comments related to the funders and the funding of the surveys, notably a difficulty in harmonizing the classifications when sources of funding diverged. There is also a need to pool national financing to allocate a budget for surveys. Otherwise, conducting surveys regularly and periodically (e.g. an LFS every two years) may not be possible.

Malawi noted that the main funder of the LFS was the US. He also noted that contacts with the ILO for technical support had already been made. He admitted that funding the survey programmes has been challenging. In this regard, some efforts have been made to institutionalize a national statistical system, and they have been using advocacy tools to interest stakeholders in contributing relevant funding.

## **Namibia:**

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### **TENTATIVE CHOICE OF PRIORITY INDICATORS:**

- **Working Poor Rate**, using data from the LFS 2008 that has already been conducted and is currently being analysed. The questionnaire was very comprehensive, and included a module for the informal sector. Hence, many of the DWIs can be calculated from this source.
- **Low pay rate**, using data from establishment survey. Also, the Wage Survey is being planned for implementation this year. She noted that the Namibian government has budgeted the surveys each and every time.
- **Average hourly earnings**, using data from establishment survey.
- **Average real wages**, using data from Wage Survey.
- **Share of female in non-agricultural wage employment**, using data from the LFS that is currently being analyzed.
- **Share of population 65+ benefiting from pension**, using administrative records.
- **Collective bargaining coverage rate**, using administrative records and the Office of the Labour Commissioner.
- **Income inequality ratio**, using data from the IES, currently being conducted by CBS.

### **PRACTICAL STEPS ENVISAGED:**

The participant noted that in August and September 2009 she will conduct a departmental briefing to share the technical information that was gathered in this seminar. Subsequently, she would brief the management group in the ministry so that members would be aware and well informed. Furthermore, she intended to use the Ministry's newsletter that is widely distributed to the public, to tell of the importance of what is being planned. Further meetings with relevant stakeholders would also be organized, especially involving the labour advisory council, which is a tripartite body where the Ministry would appeal to the employers for their cooperation in providing the necessary information. She finally noted that Namibia will conduct a Survey on Wages and collect information on the registered establishment.

### **SUPPORT FROM THE ILO:**

The participant noted that the ILO has already committed financial support for the planned Wage Survey. She requested more technical support, especially in providing advice on the questionnaire and on the analysis of wage data.

### **COMMENT:**

A participant from Nigeria requested other countries attempting to conduct surveys to share their technical documents. Igor Chernyshev highlighted the importance of informing people in the country, including the social partners, about what has taken place during this technical seminar. Sophia Lawrence asked whether the administrative records from the Labour Commissioner's Office also allowed for calculation of trade union density rate.

In reply, Namibia clarified that the LFS has collected information on union density and the information was available.

## Nigeria:

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### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Employment to population ratio, using** data from LFS, General Household Survey (GHS), Harmonized Living Standard Survey (HNLSS), Employment Survey. Justification: to monitor persons actually employed among the working age population
- **Unemployment rate** using data from LFS, GHS, HNLSS, Employment Survey. Justification: to monitor and generate employment
- **Informal employment** using data from LFS, GHS, HNLSS, Employment Survey. Justification: to monitor contribution of informal sector to GDP
- **Working Poor**, using data from LFS, GHS, HNLSS, Establishment Survey, National Accounts.  
Justification: to effectively monitor standard of living
- **Average real wage**, using data from LFS, GHS, HNLSS, Establishment Survey, National Accounts.  
Justification: to monitor standard of living and used as a basis to determine minimum wage
- **Child Labour**, using data from GHS, HNLSS, Establishment Survey.  
Justification: to monitor and reduce incidence of child labour
- **Female share of employment in ISCO-88 group 11 and 12**.  
Justification: to monitor participation of women in decision making process at top level
- **Occupational injury rate**, using data from administrative records.  
Justification: To monitor the situation, compensate persons involved in accidents, and take steps to minimize industrial accidents

### PRACTICAL STEPS ENVISAGED:

- We will ensure that specific questions are included in survey questionnaires to capture information on these indicators where they do not exist
- Use meetings by MoL in Nigeria. One was held last week on labour market issues to discuss how LMIS could be properly and effectively installed.

### ILO SUPPORT:

- Technical assistance in the design of survey questionnaires to capture information on the above questions and to come out with a good analysis.
- Capacity building on data analysis and interpretation through funding of support by ILO

## Rwanda:

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### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Employment-to-population ratio: creating new jobs, with emphasis on vocational training**, using data from the Census 2002, IHS on Living Conditions 2001 and 2006. Another round of IHS on Living Conditions is planned for next year.

- **Youths not in education and not in employment**, using the same data sources as before.
- **Working PoorRate**, using data from IHS on Living Conditions.
- **Child labour**, using data from the Census 2002, IHS 1, and the child labour survey.
- **Occupational segregation by sex**, using all rounds of IHS on Living Conditions.
- **Share of women in wage employment in non-agricultural sector**, using data from all rounds of IHS on Living Conditions.
- **Collective bargaining coverage rate**, using data from administrative sources in the MoL, trade unions and the national labour inspection.
- **Growth rate of labour productivity**, using data from IHS on Living Conditions rounds 2 and 3.

#### PRACTICAL STEPS ENVISAGED:

The participant intended to inform the authorities about the availability of labour-oriented data and the need for inclusion of labour market indicators in national monitoring systems. He would also (a) demonstrate to the authorities the indicators which are needed, and (b) try to identify the gap between what is already available and monitored and what is still needed for international/ national monitoring and evaluation. More generally he would request a deeper analysis of the existing data from IHS.

#### SUPPORT FROM THE ILO:

The participant first requested technical support to analyze deeply the existing data and formulate the IHS questionnaire, especially for the employment/labour module. He requested the ILO to teach the national experts how to analyze by themselves. In this regard, he noted that training would be needed on the concept and definitions used in labour-related surveys, and in data processing and analysis. He further requested support in determining the minimum wage. He noted that there was a need to set minimum wages in order to implement the new labour law, but national capacity was still lacking. Finally, he asked for financial support to carry out the manpower survey that is being planned for next year.

#### COMMENT:

Patrick Belser noted that the ILO was preparing a training course on minimum wages: this would provide information on good practices and the kind of institutional framework needed. A participant from Zambia asked how the ILO could assist in determining the minimum wage when its determination was the duty of either the Ministry or the tripartite council in each country.

Rwanda clarified by noting that determining minimum wages involves complicated analysis and procedures. He therefore recommended further experience sharing and analytical clarifications before entering into negotiations with different partners. He also noted that the National Institute of Statistics required urgent technical support since it has been running for less than 4 years and most staff were newly recruited.

### Sierra Leone:

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#### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Employment opportunities**, using data from LFS and Household Survey. Provides an overview of the employment situation in the country.

- **Youth not in education and not in employment:**  
This indicator is particularly important for Sierra Leone given that a large portion of young people were born during the war and did not have the opportunity to go to school or to be trained in any economic activity. We need to know the proportion of these so that programmes can be developed to help them become productive.
- **Informal employment:**  
There are many informal activities taking place because of the quest to escape taxes, or as a strategy to escape the constraints of getting credits - especially in the agricultural sector. This indicator will help us to know the importance of the informal sector.
- **Average hourly earnings in selected occupations.**  
Sierra Leone does not have a culture of paying per hour (even though the average hours required to work is 40). However, there are situations on a contract basis when peoples' earnings are tied to the number of hours they work.
- **Working poor.**  
Sierra Leone is considered to be the poorest country in the world. Determining the working poor gives a clear picture of the situation linked with labour market.
- **Excessive hours - more than 48 hours per week.**  
We have an average of 40 (8\*5) hours per week instead of 48. This indicator determines those who are make to work more than 40 hours.
- **Child labour.**  
The issue of child labour is a challenging one. When the war came to an end most people used their children to get their dailies living. We need to know the proportion of children in this group.
- **Share of women in wage employment in the non agricultural sector.**  
60-70% of the people employed are in the agricultural sector and concern women mostly. We need to know the share of women in wage employment in the non agricultural sector.
- **Share of population aged 65 and above benefiting from Pensions.**  
Since the formation of the Social Security system about 8 years ago, Sierra Leone has not been able to determine whether people are benefiting.

#### PRACTICAL STEPS ENVISAGED:

- Participants in this group did not prioritize but rather listed nearly all the indicators listed on the Wall Matrix. Those with specific Sierra Leone information are listed below

#### ILO SUPPORT:

- What Sierra Leone needs from ILO is resources for capacity building, and technical support to help in the design of the survey (ex: sampling design, appropriate instruments, processing and management of data, analysis and report writing)

#### Somalia:

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#### TENTATIVE CHOICE OF PRIORITY INDICATORS, WITH NO SOURCE AVAILABLE:

- **Employment-to-population ratio** to determine number of working persons in the total population
- **Youth not in education and not in employment** to determine number of youth not in education and not in employment, in order to determine programmes to assist them.
- **Informal employment** to establish extent of work in informal sector.

- Work that should be abolished: child labour.
- There is a large number of child workers in the country due to the long period of instability. This will help in determining the extent of forms of child labour and a legal framework on child labour.
- **Employment in precarious types of work** to determine what type of precarious work being performed to assist in establishing legal framework in occupational safety and health.

**PRACTICAL STEPS ENVISAGED:**

- Advise superiors on the importance of LMI.
- Need to put in place the legal framework on LMI.

**ILO SUPPORT:**

There is an urgent need for financial and technical support from the ILO for putting in place LMIS and legal framework as well as to train staff.

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**Tanzania, mainland:**

**TENTATIVE CHOICE OF PRIORITY INDICATORS:**

- **Child labour indicator (already a national indicator)**, using data from household based surveys, especially the child labour surveys. Also, the ILFS included a module on child labour.
- **Growth rate of labour productivity**, using data from the HBS (2000/01), 2007, onwards.
- **Informal employment**, using data from household based surveys.

**PRACTICAL STEPS ENVISAGED:**

The participant noted that Tanzania's problem was not with the data but rather with using the results obtained from the surveys to influence policies. The aim is to sensitize policy makers and the public on the problem of working poor in the country.

There is also a need to ensure budget allocation for programmes and projects related to National Employment Creation Programmes and other employment-related policies.

The participant also noted that the labour inspectors may be able to collect information on child labour.

These steps could be undertaken between Sept. 2009 and October 2010. In terms of how, there is need for ensuring (a) tripartite participation on addressing and solving the problems, (b) budget allocation to facilitate the implementation of programs/ projects, (c) effective implementation of NEP 2008 and related strategies, (d) more training for labour inspectors, and employment creation committees, and (e) economic growth through agricultural transformation, investment and trade.

**SUPPORT FROM THE ILO:**

Tanzania needed further technical assistance on training and implementation of some of the programmes. The ILO has already assisted in strengthening the LMI, Pilot for One UN and DWCP. This needs to link to the national monitoring system in Tanzania.

#### COMMENT:

Sophia Lawrence highlighted the potential of using the labour inspectorate to provide information about the characteristics of workers, industry, occupations, earnings, etc. She also noted that making better use of the labour inspectorate can help when there was a lack of overall household or establishment surveys. The labour inspectorates' questionnaires can be reformulated to obtain information about workers' characteristics. This is one administrative type of data source that can be considered.

#### Tanzania (Zanzibar):

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##### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Employment to population ratio**, using data from the LFS and Household Budget Survey. This indicator is important for Zanzibar as employment itself is not categorized as a priority as it should be. Employment is important in the national economy and for poverty reduction strategies.
- **Working poor**, using data from Household Budget Survey. This indicator has not been produced yet.
- **Minimum Wages**, using data from LFS and Household Budget Survey. For Zanzibar the key issue dealing with this indicator is to implement the new labour laws which provide for setting minimum wages for both public and private sectors.
- **Child Labour**, using data from ILFS (Integrated Labour Force Survey). This indicator will help to determine the reason why children are engaged in child labour and to identify the worst forms of child labour.
- **Occupational injury rate**
- **Decent hours**, using data from ILFS, in order to recognise which sectors do not have decent work.

##### PRACTICAL STEPS ENVISAGED:

- Zanzibar envisages strengthening the relationship and cooperation between the Office of the Chief Government Statistician (OCGS) and MoL and establishing an LMIS by 2009/10. The meeting for high level officials from the MoL and OCGS will soon be conducted to discuss how to achieve that goal.

#### ILO SUPPORT:

ILO can support in the establishment of an LMIS. Zanzibar requests both training for OCGS and MoL staff and equipment for managing the country LMIS.

#### Uganda:

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##### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Working poverty rate**, using data from the National Household Surveys, Panel Surveys, LFS, urban areas (latest figure in Uganda is 28% of the employed). Justification of the indicator: need to improve working conditions of the population.

- **Vulnerable employment rate**, using data from National Household Surveys, PHC, Panel surveys, LFS, urban areas. Justification of the indicator: the high proportion of workers in the vulnerable category above 85% calls for the necessary policy interventions.
- **Unemployment rate**, using data from Uganda National Household Surveys, PHC, Panel Surveys, LFS, urban area. This indicator is commonly on demand and it is always the starting point of explaining the labour market situation.
- **Youth not in education and not in employment**, using data from Uganda National Household Surveys, PHC, Panel Surveys, LFS, urban area. This indicator is estimated at 12% at national level and causes public concerns. There is a need to monitor it.
- **Under-employment**, using data from Uganda National Household Surveys, PHC, Panel Surveys, LFS, urban area. This indicator could be used together with unemployment rate to explain the pattern of the labour market, (eg seasonality of agriculture).
- **Average earnings by occupation and sector**, using data from UNHS, LFS, Establishment Surveys. Justification of the indicator: to monitor the earnings per worker by sector and occupation.
- **Employment-to-population ratio**, using data from Household Survey (HHS), Census. The indicator shows the proportion of the labour force that has jobs by sex.
- **Labour productivity**, using data from HHS, National Accounts. Justification of the indicator: Productivity of our people is low and requires policy intervention. Plus, may assist in minimum wage fixing process.

#### PRACTICAL STEPS ENVISAGED:

- The immediate activity will be to analyse available data, and to see which indicators have not already been generated. (There is available data for computing the source indicators. There are also ongoing exercises to update the available information)

#### ILO SUPPORT:

- Help in data analysis and in editing the Labour Force Survey instruments
- Advice in setting up LMIS especially for Administrative data
- Technical and Financial support in implementing LFS

#### Zambia:

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#### TENTATIVE CHOICE OF PRIORITY INDICATORS:

- **Informal employment**, using data from LFS, Census, Informal Sector Survey.
- **Youth unemployment**, using data from LFS, Census, other household based surveys (LCMS: living condition monitoring survey).
- **VER (vulnerable employment rate)**, using data from LFS, Census, other household based surveys (ex: LCMS)
- **Share of wage employment in non-agricultural employment**, using data from LFS, Census, and other household based surveys (ex: LCMS)
- **Working poverty rate**, using data from LFS, Census, and other household surveys (ex: LCMS)
- **Minimum wage, as % of median wage**, using data from LFS, LCMS, and wages survey. Zambia has never conducted wage survey before.
- **Excessive hours of work**, using data from LFS, other household surveys (ex: LCMS), establishment survey.

- **Child labour indicators**, using data from LFS, Census, and other household based surveys (ex: LCMS)
- **Gender wage gap**, using data from LFS, other household based survey, and establishment survey.
- **Share of population aged 65+ benefiting from a pension**, using data from LFS, Censuses, other household-based surveys (ex: LCMS)
- **Labour productivity**, using productivity measurement record.

#### PRACTICAL STEPS ENVISAGED:

Zambia's PRS2 (5th National Development Plan) is home grown since there were implementation problems with PRS1. Decent Work is one of the programmes to be implemented under the employment and labour section.

Zambia's Decent Work Country Programme<sup>54</sup> (DWCP) (2007) has already been developed, and for monitoring and evaluation, a multi stakeholder sector advisory group has been put in place. The DWCP advisory committee is composed of tripartite members. The implementation plan and monitoring framework for the DWCP advisory committee is scheduled to be finalized in August 2009. The participant intended to share with the committee what had been learned in this technical seminar in terms of indicators - particularly as the choice of priority indicators needs to be discussed and decided in the committee.

#### SUPPORT FROM THE ILO:

The country faced a challenge in terms of capacity in carrying out the LFS, especially in the Ministry. The participant stressed the need for support to build general capacity in data analysis and designing and conducting the surveys (for example the informal sector survey, and the exclusive wages survey)

#### COMMENT:

Zambia's first economic census began in 2007 and is in two phases. In the first phase, establishments as well as households were covered. In the second phase, the focus will mainly be placed on establishments. The first phase is complete and the second is under way.

Sophia Lawrence asked for more information on the Economic Census. She also sought clarification as to whether Zambia was interested in receiving ILO support in formulating the LFS questionnaire; or perhaps in further considering the existing questions in the survey to come up with a number of new indicators. In this regard, she noted as an example that hazardous child labour cannot usually be measured from a standard LFS. She clarified that with each new indicator, there is often a need to modify the survey instrument.

A participant from Nigeria sought clarification as to whether the Economic Census was an ad-hoc one-time survey or if there was an intention to implement the census periodically. He noted that without a periodical continuation plan, the indicator can only be calculated once and this does not provide a sustainable basis for monitoring.

Zambia clarified that they intended to conduct the economic census every five years. In relation to child labour statistics and information on excessive hours of work, he noted that the survey in 2005 had a question on underemployment and also hours of work, and there was a separate module on child labour. In the 2008 survey, he noted that the questionnaire did not have a stand-alone module on child labour, but instead, the age limit was reduced to 5 years to capture children who were involved in economic activities. He noted that the questionnaire did not go so far as to enable capturing hazardous forms of labour. He therefore sought assistance in the design of the questionnaire.

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<sup>54</sup> <http://www.ilo.org/public/english/bureau/program/dwcp/>

## Decent Work Indicators: Country Priorities (mid 2009)

Showing indicators, Primary Data Sources and countries for which the indicators is a priority

Legend: M = Main; A = Additional; C = Context)  
(S) = Disaggregated by sex  
++ = MDG Indicators (Goal 1 and 3)  
+ = Wage Indicators

LFS = Labour force and other household surveys  
ES = Establishment Surveys  
POP = Population Census  
ADS = Administrative data sources

		Decent Work Indicators	Primary Data Source				Countries for which the indicator is a priority
			LFS	ES	POP	ADS	
<b>Employment opportunities</b>							
	+	Employment-to-population ratio, 15-64 years (S)	x		x		(8) Rwanda, Malawi, Botswana, Liberia, Somalia, Sierra Leone, Nigeria, Ethiopia
		Unemployment rate (S)	x		x	x	(6) Malawi, Sierra Leone, Nigeria, Uganda, Ethiopia, Zanzibar
		Youth not in education and not in employment (S)	x		x		(6) Liberia, Somalia, Sierra Leone, Uganda, Botswana, Rwanda
		Informal employment (S)	x		x		(7) Botswana, Liberia, Sierra Leone, Nigeria, Ghana, Tanzania, Zambia
	+	Proportion of own-account and contributing family workers in total employment (S)	x		x		(5) Botswana, Sierra Leone, Uganda, Ghana, Malawi
<b>Adequate earnings and productive work</b>							
	+	Working poor (S)	x				(10) Rwanda, Tanzania, Malawi, Zambia, Botswana, Namibia, Sierra Leone, Nigeria, Uganda, Zanzibar
M	+	Low pay rate (below 2/3 of median hourly earnings) (S)	x	x			(2) Namibia, Sierra Leone

	Average hourly earnings in selected occupations (S)	x			(2) Namibia, Uganda
	Average real wages (S)	x	x		(3) Namibia, Nigeria, Ethiopia
	Minimum wage as % of median wage	x	x		(2) Sierra Leone, Zanzibar

	Decent hours				
	Excessive hours (more than 48 hours per week) (S)	x	x	x	(4) Zanzibar, Sierra Leone, Zambia, Ghana
	Work that should be abolished				
	Child labour (S)	x	x	x	(9) Liberia, Sierra Leone, Nigeria, Ethiopia, Zanzibar, Rwanda, Tanzania, Zambia, Somalia
	Stability and security of work				
	Proportion of employed in precarious types of work (casual, seasonal and temporary workers) (S)	x		x	(1) Ghana
	Equal opportunity and treatment in employment				
	Occupational segregation by sex	x	x	x	(2) Rwanda, Sierra Leone
	Female share of employment in ISCO-88 groups 11 and 12	x	x	x	(2) Namibia, Nigeria
	Gender wage gap	x	x		(5) Malawi, Zambia, Botswana, Liberia, Sierra Leone
+	Share of women in wage employment in the non-agri. sector	x		x	(4) Rwanda, Malawi, Zambia, Sierra Leone
	Safe work environment				
	Occupational injury rate, fatal		x	x	(3) Zambia, Nigeria, Ghana

<b>Social security</b>						
		Share of population aged 65 and above benefiting from pension (S)	x		x	(2) Namibia, Sierra Leone
		Public social security expenditure (% of GDP)			x	(0)
Social dialogue, workers' and employers' representation						
		Union density rate (S)	x	x	x	(2) Botswana, Sierra Leone
		Enterprises belonging to employer organization [rate]		x	x	(2) Rwanda, Namibia
		Collective bargaining coverage rate (S)		x	x	(0)

<b>Economic and social context for decent work</b>						
	+	Growth rate of labour productivity		x		(6) Rwanda, Malawi, Zambia, Liberia, Sierra Leone, Uganda
		Income inequality (percentile ratio P90/P10, income or consumption)			x	(1) Namibia
		Labour share in GDP			x	(0)

It is interesting to note which indicators have highest and lowest ratings. For example, 'Working Poor' has 10 nominations and 'Child Labour' has 9. In contrast there are two indicators with no nominations - 'Public social security expenditure (% of GDP)' and 'Collective bargaining coverage rate (S)'.

## **Session 13 - Evaluation and Follow Up**

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Facilitator: *Sophia Lawrence, STATISTICS, ILO, Geneva*

In this last half day session, participants were asked to share ideas with the ILO organising team on practical ways to encourage development and sharing of information to strengthen Labour Market Information systems in their countries. The seminar ended with summary remarks from the organizing team and the completion of a final seminar evaluation form that, amongst other things, highlighted key areas for follow up. The overall evaluation was very positive.

### **Summary of discussion:**

A participant from one of the Central Ministries in Malawi noted that too much focus has thus far been placed on growth and poverty, while not enough attention had been paid to other indicators, such as labour productivity, share of women in wage employment in non-agriculture, EPR, and so on. She noted that the seminar raised her awareness on the importance of examining and understanding labour market related indicators.

A participant from Zambia noted that the African countries do meet at the AU Commission regularly, but in the forum, not enough attention has thus far been given to the LMIS. He suggested that the ILO could interact more regularly with the AU or ECA, to see what is available and what is being monitored.

George Ruigu commented that labour issues were receiving increasing attention, especially in the harmonization of the LMIS.

A participant from Ghana emphasized that statistics should be the foundation for policy. He noted that in his country it is often difficult to raise interest in global indicators. He asked what can be done to ensure that the government would find employment indicators important enough to get them to invest in data collection on the topic.

A participant from Sierra Leone asked about the extent to which the ILO is keen to ensure that various countries in sub-Saharan Africa have a harmonized LMI. He asked because it seemed improbable to compare the situation in Ghana to that in Liberia or Sierra Leone. He also requested the ILO to provide a sample set of questions for Labour Force Surveys.

A participant from Namibia noted that no deadlines had been set to submit the various Decent Work Indicators to the ILO. She emphasized that there was a wealth of information in each country, but often, there was a failure to make best use of the information in terms of analysis or even to simply submit the basic data.

A participant from Botswana noted that the country was in the process of formulating a Decent Work Country Programme (DWCP). She noted that, along with the Decent Work Indicators, it greatly facilitated the understanding of Decent Work as a concept.

Igor Chernyshev noted the Director General's participation in the G20. This shows that labour issues are increasingly rising on the agenda (see for example the Global Job Pact<sup>55</sup>). He also noted that Labour Market Information can be of great use in Africa.

A participant from Nigeria noted that each country faced different degrees of needs and assistance from the ILO. For example, Nigeria, in terms of population and land mass, is more than 10 times the size of some of the other countries present. Sheer differences in size have implications for financial and human resources needed for any survey.

A participant from Namibia asked about the best way to cooperate amongst peers in sub-Saharan Africa: should there be direct communication or should we go through the ILO as a

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<sup>55</sup> [http://www.ilocarib.org.tt/portal/index.php?option=com\\_content&task=view&id=1288&Itemid=368](http://www.ilocarib.org.tt/portal/index.php?option=com_content&task=view&id=1288&Itemid=368)

clearing house so that mistakes and errors in one country would not be replicated in another country?

Tite Habiyakare noted the need for a holistic assessment of all countries. Countries need to learn from and offer support to each other as advocating for the importance of labour indicators is not an easy task.

### **Closing Remarks:**

#### *Lawrence Jeffrey Johnson, Chief, Employment Trends Unit*

Mr Johnson outlined the **follow up steps** that countries could take. He requested the countries to prepare an Action Plan or a strategy for dissemination. With the participation of various stakeholders, this should clarify the technical support required.

He noted that **formal requests for support** should be submitted to the Sub Regional Office and the Regional Office in Africa, who would decide which further ILO technical support can be provided. He emphasized that the Department of Statistics, the Employment Sector and other technical parts of the ILO were willing to collaborate and provide support.

As for the MDG reporting, he noted that there will be a reporting activity in 2010 led by the UNDP. They will ask for the provision of a country report.

#### *Judica Mahketa, Senior Advisor on External Relations and Partnership, ROA*

Ms Mahketa noted that this technical seminar provided an important and timely opportunity to review Labour Market Information (LMI) in the participants' countries. She stressed the fundamental importance of LMI for monitoring national development and poverty reduction, through the MDGs.

She appreciated the participants' plans to undertake various surveys, sometimes with assistance from the ILO. She also noted that there would be an **annual Decent Work forum** to produce an annual Decent Work report. This will help to ensure good monitoring.

#### *Sophia Lawrence, STATISTICS, ILO, Geneva*

Ms Lawrence noted that most participating countries already had the basic fundamental components of a Labour Market Information System (LMIS). She emphasized the importance of obtaining recognition from the government such that the employment-related indicators could be calculated and used to inform policy.

She noted that this seminar can have a **multiplier effect** when the information is filtered back to partners and to the national debate. She noted that the tools could be made available to help countries concentrate on Labour Force Surveys (LFS), with expanded support to include other fundamental issues such as wages and incomes. She noted the importance of **strengthened partnerships** to mobilize resources.

In relation to Decent Work initiatives, she noted that there would be a **model LFS plan** in 2009 that can be used by all countries. The package for the African region, developed in coordination with the regional office, would be prepared. With regard to support for questionnaire development, she noted that south-south information sharing is fundamentally important: but it is also important to check with the international experts so as to avoid errors.

In terms of a **Way Forward** she noted that, at the ILO Summit on Global Jobs Crisis, Heads of State and Government recognize the need to "(a) Improve countries' capacity to produce & use labour market information as a basis for informed policy decisions, (b) collect & analyse consistent data to help countries benchmark progress, and (c) collect & disseminate information on countries' crisis response..." [ILC June 2009, Provisional Record 19A - extract]

She offered three **seminar conclusions**: (a) Statistical master plans must link to national monitoring indicators, and this requires institutional cooperation for building a legal, statistical framework; (b) the shift of focus in 2nd generation PRS's to "growth" has not

translated into more and better decent jobs; and (c) ILO must partner countries to strengthen statistical systems for LMI.

In terms of translating the seminar conclusions into Plans she noted that it is in everyone's interest to develop national infrastructures to monitor decent work and reduce poverty. The ILO is willing to collaborate to deliver tools, methodologies, and technical advice. The Department of Statistics is determined to mobilize resources to partner countries and to help them draw on national experiences in the region.

## **Participants' evaluation - summary**

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The Participants' evaluation form had 9 items (6 contents and 3 logistics and other). A summary of responses to the six content items is presented below<sup>56</sup> and this is followed by a more detailed list of responses to item 5 that asked "What ILO support would be priority as follow-up?" The overall evaluation was strongly positive.

### **1. Did the seminar meet your expectations in terms of learning?**

One hundred percent of participants said 'yes' - and beyond! And there was appreciation of the opportunity to learn of the experiences in other countries.

### **2. What was the most useful and why?**

Most participants appreciated the opportunity for greater familiarisation with the concept of Decent Work, its indicators, and how they link to the MDGs and thus to poverty reduction. Also mentioned was the value of ideas associated with the minimum wage and how they might be built into the LMIS. And there was appreciation of the interactive discussion and practical work on how to identify, use and report on a range of indicators so as to inform the policy making process.

### **3. What could have been improved?**

Many participants felt that the fullness of the agenda meant that many topics were rushed through: and there was not enough time for practical work, digesting what had been learned, and networking with other participants. Otherwise, as one participant noted, "Everything was perfect".

### **4. What areas particularly need strengthening (or support) in your country?**

Many one-off topics were mentioned but overall there was concern to develop better collaboration among stakeholders regarding issues related to developing a robust LMIS. And, more specifically, there was the need to develop national capacity for data collection, analysis and reporting and for having it inform policy making.

### **5. What ILO support would be priority (if any) as follow-up?**

By far the main need is for technical and financial support with many detailed aspects of developing a functional and influential LMIS. Sensitisation, training and capacity building for local people is also a priority. (See the table on the next page for details by country.)

### **6. What will be your main area of follow-up activity when you return to your country?**

The main follow up activity will be to share what has been learned at the technical seminar with colleagues and others in the tripartite system. This will include much advocacy work aimed at both government and the labour market. A main focus will be on developing and using a robust set of decent work indicators as the main engine of an LMIS linked essentially to national indicators and frameworks (especially Poverty Reduction Strategies).

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<sup>56</sup> see Appendix 6 for the detailed responses by country.

What ILO support would be priority as follow-up?	
BOTSWANA	<ul style="list-style-type: none"> <li>• Technical and financial support, capacity building for the monitoring and evaluation of Decent Work progress as the country is in the process of establishing DWCP in Botswana.</li> <li>• Inclusion of Decent Work Indicators into the DWCP.</li> </ul>
ETHIOPIA	<ul style="list-style-type: none"> <li>• Need support to conduct child labour survey in 2009 (last child labour survey: 2001)</li> </ul>
GHANA	<ul style="list-style-type: none"> <li>• Technical and financial support.</li> <li>• Mainstreaming child labour monitoring into labour inspections.</li> </ul>
LIBERIA	<ul style="list-style-type: none"> <li>• Technical support (questionnaire review, data analysis and report writing)</li> <li>• Financial support in conduct of LFS</li> <li>• Capacity building for staff in the statistics system.</li> </ul>
MALAWI	<ul style="list-style-type: none"> <li>• As LFS is planned for 2009/10, need support in developing LFS questionnaire and analysis that will ensure that appropriate data is collected and that it will adequately cover the indicators.</li> </ul>
NAMIBIA	<ul style="list-style-type: none"> <li>• Technical assistance in the area of wages questionnaire design and analysis of wages data.</li> </ul>
NIGERIA	<ul style="list-style-type: none"> <li>• Capacity building workshop on LMI analysis and interpretation</li> </ul>
RWANDA	<ul style="list-style-type: none"> <li>• Technical and financial support in conducting EICV3 questionnaire and manpower survey (2010), and analyze existing surveys.</li> </ul>
SIERRA LEONE	<ul style="list-style-type: none"> <li>• Support in implementing the LFS for the 1st time after the war.</li> <li>• Technical and financial support, restructuring of the MoL.</li> <li>• Training on preparing questionnaires and analyzing data.</li> </ul>
SOMALIA	<ul style="list-style-type: none"> <li>• Establishing LMI and training of personnel.</li> </ul>
TANZANIA	<ul style="list-style-type: none"> <li>• Technical and financial support</li> <li>• Training to statisticians</li> <li>• Insist on the importance of LMI to Government (sensitization)</li> </ul>
TANZANIA (ZANZIBAR)	<ul style="list-style-type: none"> <li>• Training of officers and stakeholders</li> </ul>
UGANDA	<ul style="list-style-type: none"> <li>• Data analysis for the existing survey</li> <li>• Review and refine the existing instruments of data collection</li> <li>• Review of concepts and definitions of LMI</li> </ul>
ZAMBIA	<ul style="list-style-type: none"> <li>• Capacity building and funding</li> </ul>

## Appendix 1: Participants

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Pavel	Mikes	EC	European Union Delegation to the African Union
Elise	Nalbandian	EC	European Commission to Ethiopia
Boingotlo Ruth	Mpofu	Botswana	Ministry of Finance and Development Planning
Moletelo	Ndoze	Botswana	Ministry of Finance and Development Planning
Eden	Onyadile	Botswana	Central Statistics Office
Moses	Sethibe	Botswana	Department of Labour and Social Security
Saud Mohamod	Abedulkader	Ethiopia	Department of Employment and Manpower
Teshome	Adno	Ethiopia	Central Statistical Agency
Zerihun Gezehagne	Belachew	Ethiopia	Department of Employment and Manpower
Kwabia	Boateng	Ethiopia	Economic Commission for Africa, Addis UNECA-OPM
Matilda	Antwi	Ghana	Ministry of Employment and Social Welfare
William	Baah-Boateng	Ghana	Ministry of Employment and Social Welfare
Owusu	Brafi	Ghana	Ministry of Employment and Social Welfare
Johnson Kagya	Owusu	Ghana	Ghana Statistical Service
Yusuff	Sarnoh	Liberia	Liberia Institute of Statistics Geo-Information Services
Kwie	Yorke	Liberia	Ministry of Labour
Victoria	Geresomo	Malawi	Ministry of Economic Planning and Development
Andrew	Jamali	Malawi	National Statistical Office
Brain	Ng'oma	Malawi	Ministry of Labour
Panduleni	Kali	Namibia	Ministry of Labour & Social Welfare
Joseph Jonah	Akpan	Nigeria	Federal Ministry of Labour and Productivity
Ahmed Lameed Babatunde	Sanusi	Nigeria	National Bureau of Statistics
Emmanuel	Bigenimana	Rwanda	Ministry of Public Service and Labour
James	Byiringiro	Rwanda	National Institute of Statistics of Rwanda
Francis	Brewah N.	Sierra Leone	National Bureau of Statistics
Victoria	Fraser-Davies	Sierra Leone	Ministry of Employment and social security
Abdirashid	Abdille	Somalia	Ministry of Labour and Human Resource Development
Novat	Buberwa	Tanzania	National Bureau of Statistics
James	Mbongo	Tanzania	National Bureau of Statistics
Luizer	Mndeme	Tanzania	Ministry of Finance and Economic Affairs
Godwin	Mpelumbe	Tanzania	Ministry of Labour, Employment and Youth Development
Joseph	Shitundu	Tanzania	Economic Research Bureau
Idi	Mapuri	Tanzania (Zanzibar)	Commission of Labour
Mahmoud Juma	Rajab	Tanzania (Zanzibar)	Bureau of Statistics
John Abraham	Bwire	Uganda	Ministry of Gender Labour and Social Development
Wilson	Nyegenye	Uganda	National Bureau of Statistics
Alick Gelson	Banda	Zambia	National Bureau of Statistics
Owen	Mugemezulu	Zambia	Ministry of Labour and Social Security

## **ILO Regional Office Addis Ababa**

Charles	Dan	Regional Director for Africa ILO Regional Office Addis Ababa
Mpenga	Kabundi	Deputy Regional Director - Programme, Policy and Communications (PPC)
Judica	Amri-Makhetha	Sr. Advisor, External Relations and Partnerships
Tite	Habiyakare	Specialist on Labour Statistics SRO Addis Ababa
George	Ruigu	Consultant, ILO RO
Katrina	Liswani	Technical Specialist, ILO RO

## **ILO Officials Geneva (HQ)**

Rafael	Diez De Medina	Director, Department of Statistics
Alana	Albee	Chief, Country Employment Policy Unit
Lawrence Jeffrey	Johnson	Chief, Employment Trends Unit
Igor	Chernyshev	Senior Statistician, Statistics Department
Sophia	Lawrence	Statistician, Statistics Department
Patrick	Belser	Labour Economist (wages and income) Conditions of Work and Employment Programme
Malte	Luebker	Chief Technical Advisor, ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)
Theo	Sparreboom	Senior Labour Economist, Employment Trends Unit
Maki	Matsumoto	Research Economist, Country Employment Policy Unit
Julia	Lee	Employment Trends
Miranda	Kwong	Country Employment Policy Unit

## **Appendix 2: The Seminar Agenda**

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<b>Day 1 - Monday 20 July 2009</b>		<b>Facilitator: Alana Albee</b>
09:00 -09:30	<b>Opening</b> Charles Dan, Regional Director, ILO Regional office for Africa, Addis Ababa <b>Welcoming remarks</b> Rafael Diez de Medina, Director STATISTICS, ILO Geneva	
09:30 -10:30	<b>Session 1 - General introduction and expectations</b> Responsible Unit : CEPOL (a) Introduction of participants, (b) Presentation of the Agenda, (c) Use of participant expectations form, (d) Short Plenary	
10:30 -11:00	<b>Coffee/tea break</b>	
11:00 -12:30	<b>Session 2 - Labour Market Information in participating countries</b> Responsible Units: CEPOL / STATISTICS (a) Impact of crisis, trends in national development frameworks, LMI in the context of national monitoring and statistical master plans, monitoring crisis, labour market information systems. (b) Exercise: Country basic information check-up	
12:30 -14:00	<b>Lunch</b>	
14:00 -15:30	<b>Session 3 - Decent Work Indicators</b> Responsible Unit: ILO/EC Project MAP (INTEGRATION) Facts and challenges of measuring decent work	
15:30 -16:00	<b>Coffee/tea break</b>	
16:00 -18:00	<b>Session 4 - MDG Indicators</b> Responsible Units: TRENDS / STATISTICS (a) Introduction to the five indicators on full and productive employment and decent work for all that are used to monitor MDG 1B and MDG, (b) MDG Guide, (c) Producing national reports	

<b>Day 2 - Tuesday 21 July 2009</b>		<b>Facilitators: Rafael Diez de Medina (morning); Malte Luebker (afternoon)</b>
08:30 -09:30	<b>Session 5 – Tanzania’s experience: calculating MDG</b> Responsible Unit: STATISTICS Example of Tanzania in calculating the 4 new employment indicators Panel: Novati Buberwa (NBS, Tanzania), Makiko Matsumoto (ILO, Geneva), Theo Sparreboom (ILO, Geneva)	
09:30 -10:00	<b>Coffee/tea break</b>	
10:00 -12:30	<b>Session 6 – Sources of labour statistics</b> Responsible Unit: STATISTICS Part 1: National Data (a) A basic programme for labour statistics (C160 & R170) (b) Population Censuses (c) Household Surveys (d) Establishment Surveys	

	(e) Administrative Records  Part 2: Participants' data: current indicator availability
12:30 -14:00	Lunch
14:00 -15:30	Session 7 – Wage indicators  Responsible Unit: TRAVAIL (a) The ILO Global Wage Report (b) Taking stock of wage trends in Africa
15:30 -16:00	Coffee/tea break
16:00 -17:30	Session 8 – Incorporating informal employment into LMI  Responsible Units: ILO/EC Project MAP (INTEGRATION) (a) Definition of informal employment, (b) An application from Zimbabwe

<b>Day 3 - Wednesday 22 July 2009</b>		<b>Facilitator: Lawrence Jeffrey Johnson</b>
08:30 -12:00	Session 9 – MDG reports  Responsible Units: TRENDS / STATISTICS  (a) Global and regional trends in MDG 1B indicators on full and productive employment and decent work for all, with a focus on Sub-Saharan Africa. (b) Short report on MDG 3.2 indicator including method used to produce it and implications for analysis of gender justice. (c) Introduction to Key Indicators of the Labour Market (KILM) interactive software: MDG1B indicators, (d) Labour market analysis using KILM software, (e) Producing MDG reports	
12:30 -14:00	Lunch	
14:00 -18:00	Session 10 – MDG reports  Responsible Unit: TRENDS  (a) Tabulation plan, (b) Outline, analysis and write-up, (c) Follow-up: detailed plan to produce country report	

<b>Day 4 - Thursday 23 July 2009</b>		<b>Facilitator: Theo Sparreboom</b>
08:30 -12:30	Session 11 – Minimum Wages  Responsible Unit: TRAVAIL  Part 1: The fundamentals of minimum wages (a) Presentation on minimum wages (Kwabia Boateng, UNECA) (b) Mapping the issues, (c) Some selected good practices  Part 2: Selected country examples (a) Example of Tanzania (Dr Joseph Shitundu),(b) Other country examples	
12:30 -14:00	Lunch	
14:00	Session 12 – Identifying priorities for Decent Work Indicators in participating	

-18:00	<p><b>countries</b></p> <p>Responsible Units: ILO/EC Project MAP (INTEGRATION),/ STATISTICS</p> <p>Part 1: (a) Priorities for Decent Work Indicators in participating countries, (b) Follow-up: Design plans based on Country Basic Information Check-Up sheets &amp; Wall Matrix for Indicators and Data Sources to produce national indicators</p> <p>Part 2: Plenary discussion</p>
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<b>Day 5 - Friday 24 July 2009</b>		<b>Facilitator: Sophia Lawrence</b>
09:00 -12:30	<p><b>Session 13 – Follow-up and evaluation</b></p> <p>Part 1: Discussion, proposals and suggestions for follow-up</p> <p>Part 2: (a) Closing Remarks, (b) Seminar evaluation</p>	
12:30 -14:00	<b>Lunch</b>	
14:00	<b>Departure</b>	

This seminar was made possible by the generous contributions of ILO Member States to the ILO's Regular Budget Supplementary Account (RBSA) and with funding from the European Union under the ILO/EC project 'Monitoring and Assessing Progress on Decent Work' (MAP).



## **Appendix 3: Index to the CD-Rom Annex**

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The CD-Rom annex has been made available to those who want to dig deeper into topics and issues that are raised in the report. The annex contains the PowerPoint presentations used at the seminar. Participants may find them useful when sharing ideas with colleagues.

### **Powerpoint presentations:**

#### **Session 2:** Alana Albee

Background to Labour Market Information  
(16 slides) Session2\_Background\_LMI(AA).ppt

#### **Session 3:** Malte Luebker

Decent Work Indicators  
(42 slides) Session3\_DWI(ML).ppt

#### **Session 4:** Theo Sparreboom

Millennium Development Goals - Employment Indicators  
(28 slides) Session4\_MDG\_EMPL\_IND(TS).ppt

#### **Session 4:** Sophia Lawrence

MDG Indicator 3.2 - Share of Women in Wage Employment in the Non-Agricultural Sector  
(19 slides) Session4\_MDG\_IND(SL).ppt

#### **Session 5:** Makiko Matsumoto

Calculation of MDG employment indicators: Tanzanian Example  
(20 slides) Session5\_MDG\_TZ\_calc(MM).ppt

#### **Session 5:** Novati Buberwa

Challenges and Experiences on calculation of MDG employment indicators for Tanzania  
(11 slides) Session5\_TZ\_CHALL(NB).ppt

#### **Session 6:** Igor Chernyshev

National Programme of Labour Statistics: ILO Labour Statistics Convention (160) and Recommendation (170) 1985  
(23 slides) Session6\_Basic Programme for Labour Statistics(IC).ppt

#### **Session 6:** Igor Chernyshev

Population Censuses  
(7 slides) Session6\_Population Censuses(IC).ppt

#### **Session 6:** Igor Chernyshev

Guidance On Major Sources Of Labour Statistics: Labour Force Surveys  
(20 slides) Session6\_Labour Force Surveys(IC).ppt

#### **Session 6:** Igor Chernyshev

Guidance On Major Sources Of Labour Statistics: Establishment Surveys  
(26 slides) Session6\_Establishment Surveys(IC).ppt

#### **Session 6:** Igor Chernyshev

Guidance On Major Sources Of Labour Statistics: Administrative Records  
(16 slides) Session6\_Administrative records(IC).ppt

#### **Session 7:** Patrick Belser

Global Wage Report  
(25 slides) Session7\_Global wage trends(PB).ppt

**Session 8:** Malte Luebker

The Decent Work Indicator ‘Informal Employment’: an application from Zimbabwe  
(17 slides) Session8\_Informal Employment(ML).ppt

**Session 9-10:** Theo Sparreboom

Global Economic Crisis: Employment and Labour Market Impact  
(5 slides) Session9\_MDG\_EMPL\_IND(TS).ppt

**Session 9-10:** Sophia Lawrence

MDG Reports and Indicator 3.2 - Interpretation and national reporting  
(22 slides) Session9\_MDG\_IND(SL).ppt

**Session 9-10:** Theo Sparreboom

Millennium Development Goals Employment Indicators National reports  
(12 slides) Session9&10\_MDG Employment Indicators Reports(TS).ppt

**Session 11:** Patrick Belser

Minimum wages: some key policy issues  
(29 slides) Session11\_MIN\_WAGES(PB).ppt

**Session 11:** Kwabia Boateng

Minimum wages and Decent Work Agenda  
(12 slides) Session11\_MIN\_WAGES\_DWA(KB).ppt

**Session 11:** Joseph Shitundu

Minimum wages - the Tanzania experience  
(75 slides) Session11\_MIN\_WAGES\_TZ(JS).ppt

## Appendix 4: Participants' Expectations

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At the beginning of the seminar participants were asked to list their expectations using a three column format. The results for each of the 13 participating countries are listed in what follows. It is pleasing to note that in the Participants' Evaluation exercise<sup>57</sup> there was unanimous agreement that all expectations had been met.

BOTSWANA		
<b>Describe your main <u>motivation</u> and reasons for coming to this workshop:</b>	<b>Describe the main things you <u>hope to learn</u>, and <u>why</u> they are important:</b>	<b>What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?</b>
<ul style="list-style-type: none"> <li>• Discover the “new” set of indicators.</li> <li>• Country challenge: collecting data especially in the informal sector, remote areas, segregating data according to different groups (ex: disabled group)</li> <li>• Multi faceted of the seminar, dealing with critical issues of the labour market, labour market statistics, decent work and MDGs, wages which are all critical in the country.</li> <li>• In the era of economic crisis, crucial need for LMIS that provide reliable statistics for policy formulations. Seminar provides a platform for benchmarking and learning from best practices that will benefit employers and employees.</li> </ul>	<ul style="list-style-type: none"> <li>• Tools that will enable to manage and monitor data collection or information. Need to better policy making decisions and be able to reach out to the whole country.</li> <li>• Learn the important indicators in the labour market and the types of surveys that would contain these statistics. Interest on the issue of minimum wages and how it relates to wages. This is important for policy makers because need to understand the linkages and factors involved in determining the minimum wage.</li> <li>• Establishing a LMI system as currently no such system.</li> <li>• Establishing a Decent Work Country Programme since it is still at a stage of consultation.</li> </ul>	<ul style="list-style-type: none"> <li>• Better ways of advising policy makers to make better decisions / influence decision making.</li> <li>• The new indicators that will help the country in producing a well informed MDG report which is currently at the initial stages of its production.</li> <li>• Hope to have a full understanding of labour statistics (LMI, link to issues of Decent Work, MDGs)</li> <li>• Knowledge of how to have a reliable LMIS that will provide sound empirical data and analysis.</li> </ul>

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<sup>57</sup> See Appendix 6

ETHIOPIA		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>LMI is key to addressing economic and social issues in Africa - in particular employment generation and poverty reduction.</li> </ul>	<ul style="list-style-type: none"> <li>Learn about importance of LMI and its construction, and how to mainstream LMI in development policy processes in Africa.</li> </ul>	<ul style="list-style-type: none"> <li>Technical skills in overcoming LMI challenges and in deploying LMI in policy engagements.</li> </ul>

GHANA		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>Meet people from different countries and share ideas on LMI</li> </ul>	<ul style="list-style-type: none"> <li>Learn various approaches on how to strengthen LMI to monitor progress on Decent Work in Africa, how to improve decent work systems in Africa and the way forward.</li> </ul>	<ul style="list-style-type: none"> <li>How other countries are tackling the collection of LMI in their countries (learn their experience); success stories of other countries in their LMI data collection.</li> <li>Be able to influence policy direction on strengthening LMI.</li> </ul>

LIBERIA		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>The lack of basic LMI and other statistics in Liberia especially after the civil war. Liberia</li> </ul>	<ul style="list-style-type: none"> <li>Learn more on employment and wage information and how they are gathered.</li> </ul>	<ul style="list-style-type: none"> <li>Take back enriched knowledge that could help to gather, analyse and disseminate LMI in</li> </ul>

<p>has not conducted LFS for more than 2 decades.</p> <ul style="list-style-type: none"> <li>• Need to understand LMI system and be able to translate this to my office (LISLMS) for monitoring progress towards decent work.</li> </ul>	<ul style="list-style-type: none"> <li>• Learn the success stories of other countries.</li> <li>• Learn the concept of LMI system from ILO point of view.</li> <li>• Decent Work indicators.</li> <li>• Wage indicators and how to analyse and write on employment statistics reports.</li> <li>• Learn how to develop and produce data on labour market.</li> </ul>	<ul style="list-style-type: none"> <li>• Liberia.</li> <li>• Share the knowledge gained in the seminar with staff back in Liberia. This is important because it will make LMI available to all users in the world / ensure the analysis and dissemination of LMI.</li> </ul>
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MALAWI		
<b>Describe your main <u>motivation</u> and reasons for coming to this workshop:</b>	<b>Describe the main things you <u>hope to learn</u>, and <u>why</u> they are important:</b>	<b>What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?</b>
<ul style="list-style-type: none"> <li>• Knowledge of the 4 MDG indicators and how they can be reported in the context of MDG progress reports.</li> <li>• Know why it is important to collect data on labour.</li> <li>• Know how to collect data on the new labour indicators.</li> <li>• Hear the measurements on the DWA and their success thresholds.</li> </ul>	<ul style="list-style-type: none"> <li>• Know in details the new indicators, why they are chosen and how to report them in the MDG reports. As an office responsible for monitoring MDG progress, there is a need to know if we have the ability to trace progress on the indicators.</li> <li>• Get to know how many indicators and why these indicators (over others).</li> </ul>	<ul style="list-style-type: none"> <li>• To take back knowledge on the new decent work indicators and how to collect data on them, as well as the reasons why they have been chosen and their relevance to Malawi . (capacity of Malawi to collect these data)</li> <li>• What to measure in the Decent Work Country Programme as the country is implementing the DWCP - we need to justify its benefits to the policy makers.</li> </ul>

NAMIBIA		
<b>Describe your main <u>motivation</u> and reasons for coming to this workshop:</b>	<b>Describe the main things you <u>hope to learn</u>, and <u>why</u> they are important:</b>	<b>What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?</b>
<ul style="list-style-type: none"> <li>Topics of the seminar are very relevant to Namibia in its development context.</li> </ul>	<ul style="list-style-type: none"> <li>Decent Work Indicators</li> <li>Global Wage Report and the types of statistics that should be collected in the wage survey.</li> <li>Need to integrate and collect information on these indicators in the surveys.</li> </ul>	<ul style="list-style-type: none"> <li>Take back a wealth of knowledge on the collection of different indicators, the usage of administrative records to enrich the LMI.</li> <li>Informal sector statistics is another area of interest.</li> <li>Important because the Division lacks expertise in the analysis and collection of the above information.</li> </ul>

NIGERIA		
<b>Describe your main <u>motivation</u> and reasons for coming to this workshop:</b>	<b>Describe the main things you <u>hope to learn</u>, and <u>why</u> they are important:</b>	<b>What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?</b>
<ul style="list-style-type: none"> <li>Knowledge of the 5 indicators. Useful in assessing the progress of implementation of DWCP.</li> </ul>	<ul style="list-style-type: none"> <li>ILO/EC project MAP and planned activities under the project.</li> <li>MDGs employment indicators. Useful in assessing progress made in these areas.</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced capacity to generate information on the activities in the informal economy.</li> <li>Enhanced capacity on LMI analysis, reporting and dissemination.</li> </ul>

RWANDA		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>• Know more on LMI in particular MDG employment indicators.</li> <li>• Learn how to monitor and gather LMI to be able to plan. Youth and women employment are priorities on DWA.</li> </ul>	<ul style="list-style-type: none"> <li>• Learn definition of MDG employment indicators, what are the key indicators to position a country situation.</li> <li>• How to formulate questions related to these indicators and how to include them in questionnaires</li> <li>• How to analyse these indicators, best methodologies to gather LMI. Need to know where we are and decide where we go.</li> <li>• Wish to produce data that is comparable at international level.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge on LMI indicators, MDG employment indicators, how to collect and analyse the labour related indicators.</li> <li>• Experience from other countries.</li> <li>• Need to well organize the new LMIS as it was established last year under work force development authority agency (WDA).</li> </ul>

SIERRA LEONE		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>Country is about to undertake a LFS for the 1st time after the war. Workshop helpful in providing technical details.</li> <li>To learn and understand what the DWA is.</li> <li>Learn from experience of others for use in the country.</li> </ul>	<ul style="list-style-type: none"> <li>Technical details of LFS (as country about to undertake LFS)</li> <li>To learn how the LMI links with MDS and the DWA</li> <li>To improve knowledge about developing an LMI strategy. Important as there is no employment data available at present.</li> </ul>	<ul style="list-style-type: none"> <li>Make some technical input to LFS so that the survey will be conducted based on best practice.</li> <li>Ready to calculate the MDG indicators and DWI and the link with labour market.</li> <li>Know how to gather, analyse and record LMI.</li> <li>To collect and prepare sex disaggregated data on employment which will help planning and policy formulation.</li> <li>Important because gender is a cross-cutting issue</li> <li>DWA is important and LMI is necessary to make it succeed.</li> </ul>

SOMALIA		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>Gain knowledge and understanding of LMI, importance of LMI in development.</li> <li>Share experience from other countries.</li> </ul>	<ul style="list-style-type: none"> <li>Learn ways and means of carrying out LMI as these information are lacking</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge to organize LMI systems. Will help to determine levels of MDG indicators.</li> </ul>

TANZANIA		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>• To learn how to measure decency of jobs in Africa.</li> <li>• Interest in analysing LFS data and need to improve existing methods and indicators.</li> <li>• Gain knowledge on labour information</li> <li>• Know how to calculate and analyse new indicators under MDG</li> </ul>	<ul style="list-style-type: none"> <li>• How DWA takes into account agriculture as this sector employs ¾ of Tanzanians with only ¼ contribution to GDP.</li> <li>• Practical examples and exercises on the new formulas of calculating and analysing LM indicators</li> <li>• Broaden knowledge on labour stats and LMI</li> <li>• Assess country's progress on DW and employment</li> </ul>	<ul style="list-style-type: none"> <li>• Know-how on decent work, how to measure in LFS to monitor its progress.</li> <li>• Get new methods and indicators and new software for doing analysis.</li> <li>• To update database and various variables in order to compute new LM related indicators.</li> <li>• Know the link between LM and MDG indicators</li> <li>• Understand concepts of employment in the informal sector and informal employment.</li> </ul>

TANZANIA (ZANZIBAR)		
Describe your main <u>motivation</u> and reasons for coming to this workshop:	Describe the main things you <u>hope to learn</u> , and <u>why</u> they are important:	What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?
<ul style="list-style-type: none"> <li>• Learn about LMI system, MDG and Decent Work indicators</li> </ul>	<ul style="list-style-type: none"> <li>• Collection of LMI for Decent Work</li> <li>• Analysis of LMI in relation to the indicators.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of LMI indicators</li> <li>• How to create LMIS</li> <li>• Experience of other African countries</li> </ul>

UGANDA		
<b>Describe your main <u>motivation</u> and reasons for coming to this workshop:</b>	<b>Describe the main things you <u>hope to learn</u>, and <u>why</u> they are important:</b>	<b>What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?</b>
<ul style="list-style-type: none"> <li>• Need to produce LMI for the country and compare with other countries.</li> <li>• Learn more about LMI especially data collection and analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Measurement of DWI including labour productivity</li> <li>• Computation of wage indices</li> <li>• Knowledge of the major indicators that monitor DW</li> </ul>	<ul style="list-style-type: none"> <li>• A set of agreed upon DWI and their measurement. This is important in informing policy in the country and ensuring comparability across African countries.</li> <li>• How the ILO can assist countries to put in place functional LMI systems, technical financial support.</li> </ul>

ZAMBIA		
<b>Describe your main <u>motivation</u> and reasons for coming to this workshop:</b>	<b>Describe the main things you <u>hope to learn</u>, and <u>why</u> they are important:</b>	<b>What do you <u>hope to take back</u> to your country from this workshop and <u>why</u> is this of particular importance?</b>
<ul style="list-style-type: none"> <li>• To know DW concept &amp; DWI</li> <li>• Learn the analysis of LMI in details.</li> </ul>	<ul style="list-style-type: none"> <li>• Learn the analysis of LMI and how they help in driving policy implementation.</li> <li>• Income statistics are scant and impedes policy formulation especially in social security.</li> <li>• Interest in income wage statistics and poverty line.</li> </ul>	<ul style="list-style-type: none"> <li>• Skill in analysis on wages and how it influences planning in social security system. This is because info on wage is scant especially that collected from surveys which are more reliable.</li> </ul>

**COMMENT:**

The organisers of the seminar were pleased to note that there very few expectations that were not covered in the agenda. They were also pleased to note that the seminar evaluation exercise<sup>58</sup> showed that 100% of participants felt that their expectations had been fulfilled.

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<sup>58</sup> see Appendix 6

## Appendix 5: Country Basic Information check-up

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COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>BOTSWANA</b>	<b>Web pages:</b>		
	• Main Government	<a href="http://www.gov.bw/">http://www.gov.bw/</a>	
	• Statistical Agency	<a href="http://www.cso.gov.bw/">http://www.cso.gov.bw/</a>	
	• Min of Labour	<a href="http://www.gov.bw/">http://www.gov.bw/</a>	<a href="http://www.gov.bw/docs/labour_issues.pdf">http://www.gov.bw/docs/labour_issues.pdf</a>
	<b>Poverty Reduction Strategy National Plan</b>	NO PRS Development Plan 9 (NDP9)	PRS available. NPRS 2003/04 currently being reviewed. Draft NDP10 currently being discussed in parliament
	<b>Employment Policy</b>	National Youth Policy (2006) National Action Plan for Youth (2001-2010)	2006 policy still in draft form  Pending subject to finalization of 2006 National Youth Policy
	<b>Labour Force Surveys with ILO</b>	Dates: 1999/2000; 2004/2005	Informal sector survey: LFS 1995/1996 2004/2005 not available. Only have LFS: 2005/06
	<b>Statistical Master Plan</b>	N/A	There is a structure guiding that informs when the surveys are to be conducted in between censuses.
	<b>Labour Market Information System</b>	<b>Describe:</b> LMI as a central point for data collection, calculating, analysis packaging and dissemination of LMI.	
	<b>Indicators:</b> No PRSP but National Development Plan 9 (NDP9):	1.Employment growth rate  2.Unemployment rate  3.Formal sector employment share by broad employing sector  4.Percentage growth in labour productivity (over NDP8)  5.Employment growth per sector	PRSP: no employment growth rate NDP9: has employment growth  OK in NDP9 and PRSP  OK in NDP9.  OK in NDP9 but collected by National Productivity Centre. Also have % growth for all sectors  OK in NDP9

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
ETHIOPIA	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	<a href="http://www.mfa.gov.et/index.php">http://www.mfa.gov.et/index.php</a>	
		<a href="http://www.csa.gov.et/">http://www.csa.gov.et/</a>	It should be developed to the details at lower levels
		<a href="http://www.molsa.gov.et/">http://www.molsa.gov.et/</a>	Shortage of LMI
	<b>Poverty Reduction Strategy/National Plan</b>	PRS I : (2002/03-2004/05) PRS II: (2005/2006-2009/2010)	PRSPI: Primary education and health services have been expanded to meet the national target. PRSPII: gives more emphasis to employment.
	<b>Employment Policy</b>	National Employment Policy (2007)  National Youth Policy (2004)	The NEP background paper have been finalised and we are on the way to produce the NEP OK
	<b>Labour Force Surveys</b> with ILO	Dates:1984; 1995/6; 2005/6	National Labour Force Survey 1999, 2005 Urban Employment Unemployment Survey 2003, 2004, 2006. Currently UEUS have been conducted and the report will be released after 4-5 months.
	<b>Statistical Master Plan</b>	A Medium Term National Statistical Program (2004-2008);	OK
	<b>Labour Market Information System</b>	<b>Describe:</b> <ul style="list-style-type: none"><li>- There is ad hoc technical committee for LMI networking</li><li>- We need National Steering Committee to strengthening LMI networking from different government agencies and data producers and users</li><li>- We need to have strong coordination and cooperation with the regional bureau</li></ul>	
	<b>Indicators:</b> National Employment/labour	1. urban employment rate (PRS II)	We will have urban employment unemployment rate for 2009 which will be released at end of 2009
		2. number of jobs created in the construction industry (PRS II)	Not available
		3. cumulative number of persons employed in different sectors (leather footwear and shoe upper factories, leather apparels, sugar factories) (PRS II)	Data can be found in Household Surveys Census of 2007 in the near future.

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
GHANA	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	http://www.ghana.gov.gh/	
		http://www.statsghana.gov.gh/	
		http://ghana.gov.gh/ministry_of_manpower_youth_employment	New website: <a href="http://www.lmisghana.org.gh/">http://www.lmisghana.org.gh/</a>
	<b>Poverty Reduction Strategy/National Plan</b>	PRS I: 2003-2005 PRS II: 2006-2009	PRSPI = Ghana Poverty Reduction Strategy I (GPRS I) PRSPII = Growth and Poverty Reduction Strategy (GPRS II)
	<b>Employment Policy</b>	National Employment Policy (2005)	Presented to Cabinet
	<b>Labour Force Surveys with ILO</b>	N/A	N/A
	<b>Statistical Master Plan</b>	N/A	- Population Census 10 years interval - Household survey 6 years - Core welfare indicators questionnaires 6 years
	<b>Labour Market Information System</b>	<p><b>Describe:</b> (participants to fill)</p> <ul style="list-style-type: none"> <li>- Provide employment and other relevant labour market indicators for use by policy makers, prospective investors, employers and job seekers.</li> </ul> <p>Ex: info on staff mix of job seekers, advertised job vacancies and what employers.</p> <ul style="list-style-type: none"> <li>- Employment centres to register job seekers and facilitate their placement</li> <li>- Child Labour Surveys collected monthly and quarterly.</li> </ul>	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	NO INDICATORS	

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>LIBERIA</b>	<b>Web pages:</b> <ul style="list-style-type: none"> <li>• Main Government</li> <li>• Statistical Agency</li> <li>• Min of Labour</li> </ul>	<a href="http://www.emansion.gov.lr/">http://www.emansion.gov.lr/</a>	
		<a href="http://www.lisgis.org/">http://www.lisgis.org/</a>	
		<a href="http://www.mol.gov.lr/">http://www.mol.gov.lr/</a>	
	<b>Poverty Reduction Strategy/National Plan</b>	PRS I: 2008-2010	2008-2011
	<b>Employment Policy</b>	National Employment Policy 2008	Completed - Action plan matrix is yet to be completed
	<b>Labour Force Surveys with ILO</b>	None	None; one in the preparatory stage – to be conducted in October 2009
	<b>Statistical Master Plan</b>	National Strategy for Development of Statistics (2008/9-2012/13)	
	<b>Labour Market Information System</b>	<p><b>Describe:</b> (participants to fill)            LMIS should include the following indicators:</p> <ul style="list-style-type: none"> <li>- Employment statistics</li> <li>- Unemployment stats</li> <li>- Underemployment stats</li> <li>- Child labour stats</li> <li>- Usual activities stats</li> <li>- Past employment status</li> <li>- Wage-paid employment</li> <li>- Education, training &amp; migration</li> <li>- Other employment (informal)</li> <li>- Second economic activity</li> </ul>	
	<b>Indicators:</b> National Employment/labour	1.Employment rate (PRS I)	Poverty rate (PRS1)
		2.Wage employment in non-agricultural sector (% of total employment) (PRS I)	

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
MALAWI	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	<a href="http://www.malawi.gov.mw/">http://www.malawi.gov.mw/</a> <a href="http://www.nso.malawi.net/">http://www.nso.malawi.net/</a> <a href="http://www.malawi.gov.mw/Labour">http://www.malawi.gov.mw/Labour</a>	
	<b>Poverty Reduction Strategy/National Plan</b>	PRS I: 2002-2005 PRS II: 2006-2011	
	<b>Employment Policy</b>	None	Employment policy in draft form; to be finalised 2009/2010
	<b>Labour Force Surveys with ILO</b>	None	First one done in 1983 – not published. Second one to be done between 2009/10, subject to adequate financing.
	<b>Statistical Master Plan</b>	NSO Strategic Plan (2007-2011)	In the Plan there is a labour market statistical system as a component.
	<b>Labour Market Information System</b>	<p>Concept paper already circulated to ILO (Lusaka) and ILO Addis Ababa and African Development Bank, DFID, International Development Agency...</p> <p>Commencement for establishment LMIS is set for 2009 with one labour force sample survey. The LMI system will be LMI stakeholders should describe and subscribe at particular times and to include levels for quality of outcomes, employment gender and equality.</p> <ul style="list-style-type: none"> <li>- Vacancy, jobseeker</li> <li>- Strikes, lockouts, labour complaints</li> <li>- Trade membership</li> <li>- Occupational diseases, accidents, deaths)</li> <li>- Skills' levels for profile</li> <li>- School students</li> <li>- Workers' compensation, claims, assessments..</li> <li>- Minimum wages</li> </ul> <p>Required Stats:</p> <ul style="list-style-type: none"> <li>- HIV/AIDS infor. at work place prevalence</li> <li>- Work place policies and programs (HIV/AIDS)</li> <li>- Wages hours of work for productivity</li> <li>- Regulations and laws</li> <li>- Labour costs</li> <li>- Nutrition at work place</li> </ul>	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	NO INDICATORS	MACRO 1. Income per capital 2. Gini Coefficient 3. Unemployment levels

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>NAMIBIA</b>	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	<a href="http://www.grnnet.gov.na/">http://www.grnnet.gov.na/</a>	
		<a href="http://www.npc.gov.na/cbs/index.htm">http://www.npc.gov.na/cbs/index.htm</a>	
		<a href="http://www.mol.gov.na/">http://www.mol.gov.na/</a>	
	<b>Poverty Reduction Strategy/National Plan</b>	No PRS Third National Development Plan (NDP3)	
	<b>Employment Policy</b>	1997	
	<b>Labour Force Surveys</b> with ILO	2007	
	<b>Statistical Master Plan</b>	Namibia Third National Statistical Plan	
	<b>Labour Market Information System</b>	<b>Describe:</b> (participants to fill)	
<b>Indicators:</b> National Employment/labour Third National Development Plan (NDP3)	1. Employment rate (%)		
	2. Youth employment rate		

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
NIGERIA	<b>Web pages:</b> <ul style="list-style-type: none"> <li>• Main Government <a href="http://www.nigeria.gov.ng/">http://www.nigeria.gov.ng/</a></li> <li>• Statistical Agency <a href="http://www.nigerianstat.gov.ng/">http://www.nigerianstat.gov.ng/</a></li> <li>• Min of Labour</li> </ul>		
			<a href="http://www.nelexnigeria.com">http://www.nelexnigeria.com</a>
	<b>Poverty Reduction Strategy/National Plan</b>	PRSI: 2003-2007	
	<b>Employment Policy</b>	No NEP	There is National Employment Policy which was approved by the Federal Executive Council in May 2002
	<b>Labour Force Surveys with ILO</b>	No Labour Force Surveys	LFS is conducted annually though the information is not available with ILO.
	<b>Statistical Master Plan</b>	Statistical Master Plan for the Nigeria National Statistical System (2005-2009)	
	<b>Labour Market Information System</b>	<p><b>Describe:</b></p> <p>LMI is generated through the network of 36 Employment Exchanges and Professionals and Executive registries where information on registered unemployed vacancies notified and number placed on employment are obtained. Other LMI is regularly obtained through General Household Surveys which is conducted annually</p>	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	NO INDICATORS	Poverty profile from Living Standard Survey

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>RWANDA</b>	<b>Web pages:</b> <ul style="list-style-type: none"> <li>• Main Government</li> <li>• Statistical Agency</li> <li>• Min of Labour</li> </ul>	http://www.gov.rw/	
		http://www.statistics.gov.rw/	<a href="http://www.minecofin.gov.rw/">http://www.minecofin.gov.rw/</a> (more infos)
		http://www.mifotra.gov.rw/	<a href="http://www.lmis.gov.rw">www.lmis.gov.rw</a>
	<b>Poverty Reduction Strategy/National Plan</b>	PRSI 2003-2007 PRSII 2008-2012	EDPRS (Economic Development and Poverty Reduction Strategy)
	<b>Employment Policy</b>	2004 NYP;2004 NEAP; 2006 NEP	<ul style="list-style-type: none"> <li>- NEP: 2006</li> <li>- Five year action plan for promoting youth employment: 2006</li> <li>- Five year action plan for promoting women employment: 2006</li> </ul>
	<b>Labour Force Surveys with ILO</b>	N/A	Data from EICV I & II
	<b>Statistical Master Plan</b>	Rwanda National Institute of Statistics Strategic Plan (2007-2011)	
	<b>Labour Market Information System</b>	<p><b>Describe:</b>            Recently created:  <ul style="list-style-type: none"> <li>- Collecting, analysing, reporting and publishing of data on economic activities to describe and predict the relationship between labour demand and supply.</li> <li>- Applications capturing information regarding available vacancies, job seekers CV and information regarding training institution.</li> </ul> </p>	
	<b>Indicators:</b> National Employment/labour	1.Change in Real Wage Rate of Casual Labour (On -Farm) (PRS I)	In 2006, 360 000 in waged farm There is only one data (value) for 2006.
		2.Active population (PRS I)	2001: 3 684 000 2006: 4 377 000
		3.Employment in agriculture (% reporting as main occupation) (PRS II)	2001: 85% 2006: 73.4%
		4. Employment rate for graduates from Technical and Vocational Education and Training (% employed within 6 months of graduation) (PRS II)	No information is available about this indicator

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
SIERRA LEONE	<b>Web pages:</b> <ul style="list-style-type: none"> <li>• Main Government</li> <li>• Statistical Agency</li> <li>• Min of Labour</li> </ul>	<a href="http://www.sierra-leone.org/govt.html">http://www.sierra-leone.org/govt.html</a> <a href="http://www.statistics.sl/">http://www.statistics.sl/</a>	
			The ministry has none as yet
	<b>Poverty Reduction Strategy/National Plan</b>	PRSI: 2005-2007 PRSII: 2008	On- going
	<b>Employment Policy</b>	No NEP	Not available as yet
	<b>Labour Force Surveys with ILO</b>	N/A	At the planning stage
	<b>Statistical Master Plan</b>	N/A	Available
	<b>Labour Market Information System</b>	<b>Describe:</b> Lack of a LMI Unit Need to restructure the Ministry. There is need to recruit and train staff on LMI system (collection, data analysis and reporting). Developing the labour inspection unit.	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	NO INDICATORS	Economically active population Employed male/female Unemployment Not economically active population Child labour Occupational segregation by sex and age groups Youth employment Informal employment rate

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>SOMALIA</b>	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	http://www.somali-gov.info/	
		http://www.somali-gov.info/	
	<b>Poverty Reduction Strategy/National Plan</b>	No PRS	None
	<b>Employment Policy</b>	NO NEP	None
	<b>Labour Force Surveys with ILO</b>	No document	None
	<b>Statistical Master Plan</b>	N/A	None
	<b>Labour Market Information System</b>	<b>Describe:</b> No LMI system in place and there was none all along. Serious need to create labour market information systems.	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	NO INDICATORS	None. Need to develop indicators.

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>TANZANIA</b>	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	http://www.tanzania.go.tz/  http://www.tanzania.go.tz/statistics.html	  <a href="http://www.nbs.go.tz">www.nbs.go.tz</a>
			In process (this year)
	<b>Poverty Reduction Strategy/National Plan</b>	PRSI 2000-2004 PRSII 2005-2010	NSGRP 2005-2010. In process of NSGRP II (2011- )
	<b>Employment Policy</b>	1997 NEP; 2007 NEP/NEAP for youth	NEP: 2008
	<b>Labour Force Surveys with ILO</b>	Dates: 2006	2000/01 and 2006
	<b>Statistical Master Plan</b>	Tanzania Statistical Master Plan (2008-2018)	2008/09 – 2013/14 (in process)
	<b>Labour Market Information System</b>	<b>Describe:</b> The system is in place but is weak in certain areas such as: <ul style="list-style-type: none"><li>- Poor linkage between stakeholders (MoL, NBC, Immigration department, Employment services agencies, higher learning institutions, education department, vocational education authority, employers)</li><li>- Inadequate funding to gather and produce information on regular basis</li><li>- It provides national estimates rather than regional or distinct levels where plans originate.</li></ul>	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	% of working age population not currently employed : unemployment rate (PRS II)	
		Proportion of children in child labour (PRS II)	

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>TANZANIA (ZANZIBAR)</b>	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	Revolution Government of Zanzibar	
		O.C.G.S	
		MLYWD	
	<b>Poverty Reduction Strategy/National Plan</b>	MKUZA	ZSGRP 1: 2002 – 2006 ZGRP 2: 2007 -- (MKUZA)
	<b>Employment Policy</b>		It has been adopted 2009, not yet published.
	<b>Labour Force Surveys with ILO</b>	1991/92, 2006	The report is not adopted and going to be established 29/7/2009
	<b>Statistical Master Plan</b>	See Tanzania	It is a portion of Tanzania (Z.N.Z)
	<b>Labour Market Information System</b>	<b>Describe:</b> Not existing. The government plans to establish from the year 2009/2010	
	<b>Indicators:</b> National Employment/labour Zanzibar Strategy for Growth and Reduction of Poverty (ZSGRP) (2007)	1.Unemployment rate	<ol style="list-style-type: none"><li>1. Unemployment rate</li><li>2. Employment to population ratio</li><li>3. Underemployment</li><li>4. Inactivity rate</li></ol> Indicators don't cover the Decent Work Indicators effectively and they are more based on employment.

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
UGANDA	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	<a href="http://www.statehouse.go.ug/">http://www.statehouse.go.ug/</a>	
		<a href="http://www.ubos.org/">http://www.ubos.org/</a>	
		www.mglsd.go.ug	
	<b>Poverty Reduction Strategy/National Plan</b>	PRSI 2000-2004 PRSII 2005-2008	NDP 2010 – 2014: The National Development Plan is being prepared
	<b>Employment Policy</b>	NEP 2004	A draft employment policy is available and is being finalised (09/10)
	<b>Labour Force Surveys with ILO</b>	No document	Core module was included: UNAs 2002/03 and 2005/06
	<b>Statistical Master Plan</b>	Plan for National Statistical Development (2006-2011)	
	<b>Labour Market Information System</b>	<b>Describe:</b> Up to date information on labour and employment that can be used in policy formulation and guide decision making in the labour market.	
	<b>Indicators:</b> National Employment/labour (in PRS/ or national plan)	1.post-qualification employment (PRS I)	OK
		2.Economic activity of disabled people to earn a living (PRS I)	OK
		3.Enrolments and completion (vocational education) (PRS I)	OK
		4.Employment of graduates (PRS I)	OK
		5.self-employment in agriculture (PRS II)	OK
		6.self-employment outside agriculture (PRS II)	OK
		7.government employment (PRS II)	OK
		8.private employment (PRS II)	OK
		9.unemployment, underemployment (PRS II)	OK
		10.wage employment (PRS II)	OK

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
<b>ZAMBIA</b>	<b>Web pages:</b> <ul style="list-style-type: none"><li>• Main Government</li><li>• Statistical Agency</li><li>• Min of Labour</li></ul>	http://www.statehouse.gov.zm/	OK
		http://www.zamstats.gov.zm/	OK
		http://www.mlss.gov.zm/	OK
	<b>Poverty Reduction Strategy/National Plan</b>	PRS I: 2002-2004  PRS II: 2006-2010	After PRSP 1 expired in 2004, Government decided to develop a Fifth National Development Plan in 2006 (FNDP) considered to be home growth. Committee in place to develop Sixth National Development Plan.
	<b>Employment Policy</b>	National Employment &Labour Market Policy 2002	Developed in 2005 (not 2002). In 2007, reinforced by the launch of the Zambia Decent Work Country Programme (2006-2010)
	<b>Labour Force Surveys with ILO</b>		1 <sup>st</sup> one conducted in 1986, 2 <sup>nd</sup> in 2005, 3 <sup>rd</sup> done in 2008 (analysis stage)
	<b>Statistical Master Plan</b>	Strategic Plan 2003-2007	Consultancy work to develop plan completed in 2008. Report being considered by Government.
	<b>Labour Market Information System</b>	<b>Describe:</b> Current LMIS is weak. Major sources of administrative records are dysfunctional. However, relatively strong collaboration exists on conducting of labour force and establishment surveys.	
	<b>Indicators:</b> National Employment/labour	1.Total employment in agricultural sector (PRS I)	This indicator exists in the PRSP 1 and on the living conditions and monitoring surveys.
		2.Employees in rural-based enterprises (PRS I)	This indicator exists in the PRSP 1 and on the living conditions and monitoring surveys.
		3.Employment in the tourism sector (PRS I)	This indicator exists in the PRSP 1 and on the living conditions and monitoring surveys.
		4.Persons employed in small-scale mining operations (PRS I)	This indicator exists in the PRSP 1 and on the living conditions and monitoring surveys.
		5.Formal Sector Employment Rate (PRS II)	Exist from the LFS, LCMS
		6. Number of days lost through industrial disputes.	These indicators are the core employment and labour indicators in the Fifth National Development Plan (2006-2010).

COUNTRY	BASIC INFORMATION		COMMENTS by Participants
		(PRS II)	
		7.Number of individuals covered by social security schemes (PRS II)	These indicators are the core employment and labour indicators in the Fifth National Development Plan (2006-2010).
		8.Number of labour inspections taken in a year (a) Labour Inspections (b) Factory Inspections (PRS II)	
		9.Number of industrial accidents in a year (PRS II)	
		10.Productivity Improvement Indices (a) Labour Productivity (b) Labour Cost Competitiveness (c) Capital Productivity (d) Profitability (PRS II)	System for measuring labour productivity is currently weak or non-existent.
	Youth development	11. Number of child and youth development workers trained.	Indicators 11, 12, 13: The Zambia Decent Work Country Programme has focused on these targets among others.
		12.No. of youths receiving training in small scale business	
		13.No. of children and youth trained in leadership skills	

## Appendix 6: Seminar evaluation results by country

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BOTSWANA					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes.</li> <li>• Learnt how much statistics are important</li> <li>• Learnt on issues of the fellow members of the African continent.</li> </ul>	<ul style="list-style-type: none"> <li>• Learnt better reporting aspect in the prioritized indicators.</li> <li>• Living wage approach (country has statutory minimum wage which required to be reviewed since it is low but price of amenities and basic needs keep on rising)</li> <li>• MDG and Decent Work Indicators (because country has not been capturing most of these indicators)</li> </ul>	<ul style="list-style-type: none"> <li>• Everything was perfect. Need to learn more on partnership with other countries.</li> <li>• Lot of use of the websites provided.</li> <li>• More exercises to fully understand the concepts.</li> </ul>	<ul style="list-style-type: none"> <li>• Support in the analytical areas especially in the CSO and Labour Ministry.</li> <li>• Labour inspections and Occupational safety.</li> <li>• Building appropriate labour market information systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Technical and financial support, capacity building for the monitoring and evaluation of Decent Work progress as the country is in the process of establishing DWCP in Botswana.</li> <li>• Inclusion of Decent Work Indicators into the DWCP.</li> </ul>	<ul style="list-style-type: none"> <li>• Get the Labour Ministry, Finance and Educational ministries to collaborate into forming a LMO and jointly request for assistance from the ILO</li> <li>• Teach to other partners what has been learnt.</li> </ul>

<b>ETHIOPIA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes.</li> <li>• Expectations met with respect to the knowledge of LMI and Decent Work Indicators and how they are vital in policy issues and MDGs goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Useful information on LMI and DWI in the context of African countries.</li> </ul>		<ul style="list-style-type: none"> <li>• Support to be able to conduct wage data and collect data from administrative records, child labour survey.</li> </ul>	<ul style="list-style-type: none"> <li>• Need support to conduct child labour survey in 2009 (last child labour survey: 2001)</li> </ul>	<ul style="list-style-type: none"> <li>• Currently conducting employment and unemployment survey in which child labour incorporated as a module. As a follow up, will incorporate the ideas learnt in the seminar.</li> </ul>

<b>GHANA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation and discussions about Decent Work, MDG and minimum wages</li> <li>• Share of informal employment to total employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Seminar spread in more than 5 days.</li> <li>• Some presentations were short due to time factor (especially on minimum wage and Decent Work Agenda by Mr Boateng (UNECA)</li> </ul>	<ul style="list-style-type: none"> <li>• Technical and financial support for staff at Labour Ministry and statistical service.</li> <li>• Data collection weak: LFS, Establishment Surveys, Labour Inspections.</li> </ul>	<ul style="list-style-type: none"> <li>• Technical and financial support</li> <li>• Mainstreaming child labour monitoring into labour inspections.</li> </ul>	<ul style="list-style-type: none"> <li>• Work towards computing DWI and MDG indicators for monitoring purposes.</li> <li>• Strengthening LMIS as this is weak.</li> <li>• Labour inspections, establishment surveys, child labour monitoring.</li> </ul>

<b>LIBERIA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes and even beyond</li> </ul>	<ul style="list-style-type: none"> <li>• Tabulation plan, data analysis and report writing. Will enable to participate in the LFS.</li> <li>• Importance of LMIS in policy and decision making. Importance of indicators to development and poverty reduction.</li> <li>• Perception of the indicators including the DW indicators has improved (Before: only employment indicators)</li> </ul>		<ul style="list-style-type: none"> <li>• Data analysis and report writing.</li> <li>• Designing of appropriate questionnaire for child labour, working poverty, growth rate of labour productivity.</li> </ul>	<ul style="list-style-type: none"> <li>• Technical support (questionnaire review, data analysis and report writing)</li> <li>• Financial support in conduction LFS</li> <li>• Capacity building and staff in the statistics system.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct workshop/inform and share with stakeholders, authority the ideas gained in the seminar and discuss the indicators. To help them to work towards gathering data on the identified indicators.</li> </ul>

<b>MALAWI</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
• Yes	<ul style="list-style-type: none"> <li>Link between Decent Work Indicators to poverty reduction. This is in line with what the government could make to achieve.</li> <li>Practical sessions and presentations on indicators for decent work.</li> </ul>	<ul style="list-style-type: none"> <li>Definition on sources of the indicators and how to collect data on them was lacking.</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration among stakeholders on LMI issues.</li> <li>Technical expertise on collecting comprehensive LMI, advocacy to policy makers and politicians on LMI.</li> </ul>	<ul style="list-style-type: none"> <li>As LFS is planned for 2009/10, need support in developing LFS questionnaire and analysis that will ensure that appropriate data is collected and that it will adequately cover the indicators.</li> </ul>	<ul style="list-style-type: none"> <li>Examine data available and analyse / calculate the new MDG and DW indicators.</li> </ul>

<b>NAMIBIA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
• Yes	<ul style="list-style-type: none"> <li>Topic on wages as Namibia is in the process of planning to conduct the wages survey.</li> </ul>		<ul style="list-style-type: none"> <li>Strengthening the analytical capacity in the MoL and Social Welfare.</li> </ul>	<ul style="list-style-type: none"> <li>Technical assistance in the area of wages questionnaire design and analysis of wages data.</li> </ul>	<ul style="list-style-type: none"> <li>Sensitize stakeholders on the importance of Decent Work Indicators.</li> </ul>

<b>NIGERIA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes!</li> </ul>	<ul style="list-style-type: none"> <li>• Provide data reporting status and learn how best to get the Decent Work indicators generated and reported.</li> <li>• Presentation on minimum wage, Tanzania experience. Highlighted the different factors on which minimum wages should be based.</li> </ul>	<ul style="list-style-type: none"> <li>• Sessions closed earlier each day to allow time for digestion of what was learnt.</li> </ul>	<ul style="list-style-type: none"> <li>• Building the capacity of offices in charges of LMI to effectively analyze and interpret LMI</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity building workshop on LMI analysis and interpretation</li> </ul>	<ul style="list-style-type: none"> <li>• Report back to the Bureau infrastructure and relevant stakeholders</li> <li>• Ensure that the priority indicators identified are collected. Include in survey questions that would capture information on Decent Work indicators.</li> </ul>

<b>RWANDA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
• Yes	• Listing, sourcing, knowledge of DWI and how they can be used in LMIS		<ul style="list-style-type: none"> <li>• Analysis of surveys that have been already done but not deeply analysed for labour related statistics</li> <li>• Training in concepts and definitions and training in data processing and data analysis.</li> <li>• Establish an active LMIS as it was launched as an institution 1 year ago.</li> </ul>	<ul style="list-style-type: none"> <li>• Technical and financial support in conducting EICV3 questionnaire and manpower survey (2010), and analyze existing surveys.</li> </ul>	<ul style="list-style-type: none"> <li>• Aware authorities, MoL on the gap we have in our LMI.</li> <li>• Search capacity for analyzing the existing data and to ensure that the coming surveys will be analysed deeply for labour related statistics.</li> </ul>

<b>SIERRA LEONE</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> <li>• Yes because learnt a lot and was able to see that other countries are far ahead of us.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of DWI linked with MDG indicators, sources of data and guidance on how to collect data and estimating the various indicators. Timely and relevant.</li> <li>• Share of women in age employment in the non agricultural sector. Need to measure women's participation in the DWA is necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Type of instruments / questions for the generation of indicators.</li> <li>• Sample or a questionnaire with the use of the indicators in order to have a harmonize one.</li> <li>• More practical examples to learn from other experiences.</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity building, technical and financial support in collecting, analyzing data and preparing reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Support in implementing the LFS for the 1st time after the war.</li> <li>• Technical and financial support, restructuring of the MoL.</li> <li>• Training on preparing questionnaires and analyzing data.</li> </ul>	<ul style="list-style-type: none"> <li>• Technical and financial support</li> <li>• Need to collaborate more with the statistics to help to plan for the coming LFS. Need to have the right indicators.</li> <li>• Relay what have been learnt during the seminar to other stakeholders in the tripartite arrangement.</li> </ul>

<b>SOMALIA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> </ul>	<ul style="list-style-type: none"> <li>• LMI indicators</li> </ul>	<ul style="list-style-type: none"> <li>• Time was short. More time to generate more impact.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish LMI and training of personnel.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish LMI and training of personnel.</li> </ul>	<ul style="list-style-type: none"> <li>• To sensitize the government on the importance and value of LMI.</li> </ul>

TANZANIA					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particular need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> <li>• Knowledge of additional indicators which were not being used previously in analyses.</li> </ul>	<ul style="list-style-type: none"> <li>• Understand definition concepts and analysis of DWIs and MDGs indicators and data sources (to use them in monitoring LM in Tanzania)</li> <li>• Informal employment, vulnerable employment and wage-related indicators (as these were not used before in a day to day analysis)</li> </ul>	<ul style="list-style-type: none"> <li>• More training on the preparation of questionnaires</li> <li>• Time too short to learn and understand all indicators</li> <li>• Concept of DW should be disseminated to African government by the help of ILO</li> <li>• More practical exercises on how to produce compute and analyse different indicators in the most useful way.</li> </ul>	<ul style="list-style-type: none"> <li>• To update questionnaires and analysis skills of the LBMT indicators.</li> <li>• Need to have regular surveys with module of labour force to have a close monitoring of the labour market.</li> <li>• Data analysis and processing technique in labour statistics in order to improve generation of good indicators</li> </ul>	<ul style="list-style-type: none"> <li>• Technical and financial support</li> <li>• Training to statisticians</li> <li>• Insist on the importance of LMI to Government (sensitisation)</li> </ul>	<ul style="list-style-type: none"> <li>• Follow closely on development and analysis of DWIs</li> <li>• Follow on best practices for setting minimum wages.</li> <li>• Diffuse the importance of all indicators, coordinate with producers and users.</li> <li>• Give priority to labour issues in national policies / enough resource allocation to employment issues.</li> <li>• Create decent work indicators variables in database and see if they work.</li> </ul>

TANZANIA (ZANZIBAR)					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> </ul>	<ul style="list-style-type: none"> <li>• To understand the modalities and importance of employment indicators and DWI, and on how to write report.</li> </ul>		<ul style="list-style-type: none"> <li>• Technical support in establishing LMI: training of staff, necessary equipment like computers</li> <li>• Improve labour inspection</li> <li>• Conduct stakeholders workshop in LMI</li> </ul>	<ul style="list-style-type: none"> <li>• Training of office /stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• To meet with chief government statistician to mobilize our relationship and collaboration</li> <li>• To report to the ministry on this workshop</li> <li>• To appoint the officer in charge of LMI in labour commission.</li> <li>• To put more emphasis on the new DWI in the future which has not been produced in the past.</li> </ul>

<b>UGANDA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> </ul>	<ul style="list-style-type: none"> <li>• To learn DWI and the willingness of the ILO to continue to work with us</li> </ul>	<ul style="list-style-type: none"> <li>• More time devoted to derivation of indicators on Decent Work.</li> </ul>	<ul style="list-style-type: none"> <li>• Analysis of data about existing survey data (ex: employment and earning data and household based data)</li> <li>• A review of concepts and definitions on LMI in the context of Uganda.</li> </ul>	<ul style="list-style-type: none"> <li>• Data analysis for the existing survey</li> <li>• Review and refine the existing instruments of data collection</li> <li>• Review of concepts and definitions of LMI</li> </ul>	<ul style="list-style-type: none"> <li>• Ensuring that DW and MDGs indicators are included in the Data Analysis Plan for the current employment and earnings surveys, National Household Survey (09/10) and Urban Labour Force Survey 2009.</li> </ul>

<b>ZAMBIA</b>					
1. Did the seminar meet your expectations in terms of learning)	2. What was the most useful and why?	3. What could have been improved?	4. What areas of particularly need strengthening (or support) in your country)	5. What ILO support would be priority (if any) as follow-up)?	6. What will be your main area of follow-up activity when you return to your country?
<ul style="list-style-type: none"> <li>• Yes</li> </ul>	<ul style="list-style-type: none"> <li>• The definition of DWI has been clarified.</li> </ul>	<ul style="list-style-type: none"> <li>• The way the LMIS could be strengthened was not fully covered and the way on how we can achieve it. What support is ILO ready to provide to our country?</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity building in data analysis of LFS data</li> <li>• Methodologies</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity building and funding</li> </ul>	<ul style="list-style-type: none"> <li>• Concentrate on organizing LMIS with key organization.</li> </ul>