



Capacity building regional workshop on labour force survey data management for SADC member states

Workshop Report



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ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)

Workshop Report

**Capacity building workshop on labour force survey data
management in SADC member states**

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1. Background

The Southern African Development Community (SADC) Decent Work Agenda 2013-2019 provides a conceptual basis for a comprehensive Labour Market Information System (LMIS). The measurement of performance of the Decent Work Agenda can be achieved using a holistic labour market information system based on inter-sector and multi-stakeholder linkages and relationships. The importance of LMIS is enshrined in the ILO Convention concerning labour statistics, 1985 (No.160) and Recommendation concerning labour statistics, 1985 (No.170).

The Three Year SADC Labour Market Information Implementation Plan for the period 2013 – 2015 highlights the need to: (a) develop an awareness and communication strategy on LMIS; (b) develop or strengthen LMIS institutional structures in Member States and at the regional level; and (c) provide training and capacity building support to Member States to implement and maintain the LMIS.

In this context the SADC Capacity building Workshop on Labour Force Data Management was held from 10 to 12 December 2013 in Rosebank – Johannesburg, South Africa. The workshop was convened by SADC Secretariat with technical and financial support from the ILO /European Commission Project on “Monitoring and Assessing Decent Work (MAP). This workshop is the first regional activity undertaken for the implementation of the new SADC Decent Work Programme 2013-2019.

2. Attendance

The meeting was attended by senior officials working on the production, analysis and dissemination of labour statistics. The participants were drawn from the Ministry of Labour in Member States (One person); National Statistics Offices in Member States (One person), SADC Secretariat, SATUCC Secretariat (One person). The 36 participants came from SADC Member States, namely Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe, SATUCC and SADC Secretary. Democratic Republic of Congo and Mauritius were not represented.

The workshop was conducted by the technical team from ILO Pretoria Office and ILO Geneva (Department of Statistics).

3. Opening Ceremony

a. Messages of condolences for the death of Mr Nelson Mandela

The participants expressed their sadness over the loss of a great son of Africa, Mr Nelson Mandela, former President of South Africa, who devoted his life for freedom and democracy in South Africa. One minute of silence was observed.

b. Opening Statement by Deputy Director, ILO/Pretoria

Dr Joni Musabayana, Deputy Director ILO-Pretoria, welcomed delegates to the workshop. He highlighted that Mr Nelson Mandela, former President of South Africa, was a great leader not only for South Africa, but for Africa and the World. He expressed appreciation to the SADC Member States for their participation in the workshop and gratitude to the ILO Geneva team for providing technical support to facilitate the understanding of the data management software (ADePT). He expressed his expectation to see a fruitful deliberation in the workshop in particular on the following issues: Harnessing the partnership between the Departments of Labour and National Statistics Offices; Work toward harmonization of concepts and methods to avoid discrepancies of information within SADC; Ensure that the results are released within the acceptable time frame in order to be relevant in guiding the current policy planning; Ensure that there is regular release of labour market information which will make the statistical activities relevant. He stressed that, the release of information through regular fact sheets, for example, helps mobilizing support to labour market information and analysis activities in terms of funds and capacity. This will increase the visibility of labour market information and keep the topic high on national agenda.

c. Opening Statement by Director of Labour Market Information and Statistics, Department of Labour, South Africa

Mr Abrahams Mutedi, Director of Labour Market Information and Statistics, in the Department of Labour, South Africa, as the host country presented his opening statement on behalf of the Director General. He presented an apology on behalf of the DG who could not make it because of other commitments related to the bereavement of the former President N. Mandela in the country. He underscored the need of the SADC Member States to work together in improving the quality of statistics from data collection to data dissemination. He acknowledged the difficulties across Member States in developing adequate analytical capacity and providing meaningful interpretation of labour statistics. He thanked SADC and ILO for organizing this Workshop on Labour Force Survey Data Management in order to implement the SADC Labour Market Information System (LMIS) in the context of SADC Decent Work Agenda. He welcomed and wished all participants a fruitful discussion during the workshop.

d. The SADC Secretary apologized

Due to the clash of SADC Secretariat activities, the Representative of SADC Secretariat was not able to attend the opening ceremony.

e. Objective of the meeting

Dr Coffi Agossou, Senior Labour Statistics Specialist from ILO (DWT, Pretoria) presented the objectives of the meeting which included the following:

- To strengthen the technical capacity of the staff of National Statistics Offices and Ministries of Labour and Employment in the use of labour force survey data for the production of labour market information and analysis.
- To provide inputs for the development of national and regional labour market information databases in SADC based on the SADC Minimal list of indicators and standard definitions and concepts.
- To contribute to the implementation of SADC Decent Work Programme 2013-2019 “Outcome 1.1: Functional SADC Labour Market Information System harmonized and strengthened”.

4. Workshop outcomes

1. The participants’ knowledge on the Monitoring and Assessing Decent Work was improved. The key outcomes of the “ILO /EC Project on “Monitoring and Assessing Decent Work (MAP)” were shared for scaling up;
2. Participants are able to use ADePT to produce labour market indicators based on ILO standards;
3. The SADC template of employment report based on SADC minimal list of decent work indicators was drafted and adopted;
4. The labour migration module was drafted and adopted; it should be part of the Labour Force Survey Questionnaire in all SADC Member States after Ministers and Social Partners’ approval;
5. The disability module was drafted and adopted; it should be part of the Labour Force Survey Questionnaire in all SADC Member States after Ministers and Social Partners approval.

5. Proceeding of the training

a. Measuring and Assessing Decent Work project (MAP)

In order to guide the participants for the draft template report, an ILO Expert did a presentation on “How measuring and monitoring decent work, the ILO methodology and related tools”.

In this regard, (1) participants were reminded of the importance of measuring and monitoring the decent work; (2) the ILO standard conceptual framework in measuring the decent work was presented; (3) the methodology and lessons emanating from the experiences from pilot phase as explained in the manual on lessons learned from the project of measuring and assessing the decent work (MAP) were shared; (4) the instruments developed in support of countries such as the manual on the indicators of decent work, the guidelines on the analysis of indicators and the country profile were presented. As supporting documents, the Manual on Decent Work Indicators, the Guidelines on Assessing progress towards decent work at the national level and the Guidelines on key information for analyzing decent work indicators in an integrated approach and according to national contexts were commented and shared with the participants.

As achievement, the participants’ knowledge on the Monitoring and Assessing Decent Work was improved. The key outcomes of the “ILO /EC Project on “Monitoring and Assessing Decent Work (MAP)” were shared for scaling up.

b. SADC Decent Work Programme 2013-2019

The LMIS is one of the key priorities in the SADC Decent Work Programme approved in May 2013 in Maputo, Mozambique. An ILO Expert presented the SADC Decent Work Programme 2013-2019 emphasizing “Outcome 1.1: Functional SADC Labour Market Information System harmonized and strengthened” as well as Output 1.1.1: Capacity for LMIS in SADC Member States strengthened and Output 1.1.2: Institutional framework and mechanisms for collecting, analysing and disseminating labour market information is established and strengthened at country and SADC level.

The SADC Labour Market Information Implementation Plan covers a three year period from 2013 to 2015 highlighting the need to: (a) develop an awareness and communication strategy on LMIS; (b) develop or strengthen LMIS institutional structures in member states and at the regional level; and (c) provide training and capacity building support to member states to implement and maintain the LMIS.

A fact sheet of indicators, which is being implemented in Lesotho, as pilot country, was also presented.

The SADC Minimal list of decent work indicators as well as the key related concepts on Employment, Unemployment, Youth, Labour Force, Informal Employment and Underemployment were discussed.

As result, a Template of Employment report based on SADC Minimal list of decent work indicators was drafted and approved by the participants.

c. ADePT software for Labour Force Survey data management

Two ILO Experts, Mr Theodoor Sparreboom and Mr Francisco Guerreiro (Department of Statistics, Geneva), presented and led the training on ADePT software for Labour Force Survey Data Management. The first part of the training was conducted with plenary presentations in an interactive format. The second part was practical based on individual and group exercises using the ADePT software.

ADePT is designed and maintained by the World Bank to produce sets of predefined analytical results (tables, graphs) based on ILO statistical standards and tabulations. The World Bank and ILO worked together to produce the ADePT ILO Labour Market Indicators module, and an initial version was launched in February 2013.

ADePT software therefore provides a platform for automated labour market information and analysis using international concepts and definitions as agreed by the ILO International Conference of Labour Statisticians. The software allows for timely production of analytical results (standard tables), not only by statistical agencies but also by the wider group of users and labour market analysts. The advantages of ADePT include the fact that it can be used with limited knowledge of statistical software, while the software is freely available.

At the workshop, the ADePT software was placed in the context of the development of labour market information systems, and this presentation also covered the use of ILO indicators including the Key Indicators of the Labour Market. The 8th edition of the KILM was launched in Geneva during the workshop. Key concepts relating to labour market indicators, data sources and data management were discussed in the context of the use of the ADePT tool. The training on ADePT was based on country-examples drawn from the SADC region and elsewhere.

The presentation of the software was well-received by the participants. They noticed that in order to use the ADePT, LFS data should be at the final stage of processing, and the capturing, editing and any other aspects of data manipulation should have been completed. ADePT is therefore not replacing existing tools or software that is used for these purposes, but is primarily aimed at facilitation tabulation, analysis and dissemination of labour market information. Several countries expressed their intention to start using the software. Several technical suggestions were also made on adjustments and refinements of the software, which will be taken into account for the development of the next version.

At the end of the training, the participants had an improved understanding of key labour market indicators and how best they can produce labour market indicators on the facts sheet based on ILO standards using ADePT.

d. Labour migration and disability modules for Labour Force Survey questionnaire

An ILO expert presented a PowerPoint provided by the ILO Labour Migration Branch (Geneva). The presentation emphasized improving labour migration statistics data collection to better inform policy making. The current ILO tools, the key concepts and definitions, the relevance of labour migration statistics and what type of data is needed were highlighted in the presentation.

The ILO expert also presented the SADC Decent Work Programme 2013-2019 “Outcome 1.2 – Labour migration systems developed”.

As result, participants adopted the draft questions which will constitute the Labour Migration Module that should be part of the Labour Force Survey Questionnaire in all SADC Member States.

They also adopted the draft questions which will constitute the Disability Module that should be part of the Labour Force Survey Questionnaire in all SADC Member States.

6. Summary of discussion

Labour Market Report Template

The participants agreed that the Ministry of Labour of Member State should be in charge of submitting the SADC Employment and Labour Sector report every two years, with strong involvement of the National Statistics Offices (NSO) even in the reporting stages. In this regard, the SADC Member States will dedicate more efforts to building good partnerships between Departments of Labour and National Statistics Offices for a better coordination of the Labour Market Information System. SADC Secretariat is recalled to assist in the drafting of the framework of MoU between the Ministry of Labour and NSO.

In order to avoid discrepancies and incomparability of information across SADC countries in reporting the status of decent work programmes, the SADC Member States are bound to work toward harmonization of concepts and methods. At the same time, it is important that labour market information is released within an acceptable time frame.

The participants urged the SADC Secretariat to assist countries with limited resources in fund raising for labour force surveys to take place at least every two years.

Regarding key concepts and definitions, the participants recognized that SADC Member States use both the strict and broad definition of unemployment in order to provide information in line with ILO standards as well as the African Union Commission requirement in the framework of the harmonization of Labour Market Information System.

The participants adopted the following variables for inclusion in the reporting template:

- Education level completed: Less than primary (no education), Primary, Secondary, Tertiary.
- Age groups: 15-24 years, 25-34 years, 35-44 years, 45-54 years, 55-64 years, 65 years and above; youth are people aged from 15 to 34 years.

The draft of the document is in annex.

ADePT Software

In order to have a successful implementation of ADePT, the SADC Member States were reminded of the dimensions of quality of statistical processes: relevance, timeliness, punctuality, accessibility, methodological soundness (clarity) and the need for comprehensive metadata and usable documentation.

In view of comparisons of data over time, the SADC Member States were also reminded to use the same standards in terms of variable definition, naming convention and scope between different surveys periods; this would also avoid problems when loading time series data in ADePT. In the preparation of the report, the SADC Member States can also provide full definition in the footnotes where it deviates from the ILO standards definitions.

Labour Migration and Disability Modules

The questions were discussed and some modifications were requested by the participants. The question on the frequency of data collection on labour migration and people living with disability was also raised, but there was no proposal on this point. The draft of these modules is provided in annex.

7. Key recommendations and actions to be taken

The participants from SADC Member States recommended:

1. Refinement of the ADePT software in order to incorporate the needs of SADC countries (i.e. youth age limit to be 35 years, use of both broad and strict unemployment rates, etc.).
2. Capacity building of Member States by 2014 on:
 - the use of ADePT software;
 - the New Resolution of International Conference of Labour Statisticians (19th ICLS) on Employment, Unemployment and Underemployment;
 - statistics on the informal economy.
3. Identification of sustainable sources of funding of Labour Force Survey in SADC Member States.
4. Submission of (1) the draft template report; (2) the module on migration; and (3) the module on disability for consideration of SADC technical committee and subsequently for SADC Ministerial Committee and Social Partners for approval.
5. Submission of the first SADC report on Labour market to SADC Secretariat one year after the approval of the draft template.
6. Strengthening of the partnership between the Ministry of labour and National Statistical Offices through the MOU (Memorandum of Understanding).

8. Closing Remarks

The representatives of ILO and South African Labour Department thanked the participants for their active participation and results achieved during the three-day' workshop.

The SADC representative, Mr Arnold Chitambo, Senior Programme Office in charge of Employment and Labour provided the closing remarks with way forward particularly the plan of action reporting of information related to SADC Decent Work Agenda. He explained that the recommended report template, the labour migration and disability modules will be presented to the SADC technical working group who will report later to the SADC Employment and Labour Sector.

The meeting was closed on 12th December at 16:05.

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