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*International Conference of Labour Statisticians  
2 to 11 October 2013*

# Report II: Draft Resolution concerning work statistics

Work Statistics Committee

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## Structure of draft Resolution



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- |  |   |
|--|---|
| I. Preamble                                | VII. Programmes of data collection                  |
| II. Objectives and scope                   | VIII. Indicators                                    |
| III. Reference concepts                    | IX. Tabulation and analysis                         |
| IV. Statistical units                      | X. Data evaluation, communication and dissemination |
| V. Classifications of the population       | XI. International reporting                         |
| VI. Operational definitions and guidelines | XII. Future work                                    |
| • Forms of Work                            |   |
| • Measures of Labour underutilization      |   |

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# I. Preamble

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## I. Preamble

- Identifies the standards being updated

### Resolutions

- **13<sup>th</sup> ICLS Resolution on statistics of economically active population, employment, unemployment & underemployment (1982)**
- **18<sup>th</sup> ICLS Amendment to paragraph 5 of 13<sup>th</sup> ICLS resolution (2008)**
- **Paragraph 8(1) of 16<sup>th</sup> ICLS resolution on measurement of underemployment and inadequate employment situations (1998)**

### Guidelines

- **16<sup>th</sup> ICLS Guidelines on extended absences from work (1998)**
- **14<sup>th</sup> ICLS Guidelines on employment promotion schemes (1987)**



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## I. Preamble

- Places new draft resolution within broader body of international statistical standards:
  - ILO Labour Statistics Convention (160) and Recommendation(170)
- Highlights need for coherence:
  - National accounts, working time, employment-related income, child labour, status in employment, informal employment
- Recognizes the need for revised standards to:
  - Broaden standards to **ALL work** activities
  - Address more fully **labour underutilization**
  - Enhance relevance and usefulness for **ALL countries**

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## II. Objectives and Scope

Draft Resolution: § 1-5



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## II. Objectives, Scope §1-2, 5

### ... of draft resolution

#### ● Objectives

- Support further development and integration of national systems of work statistics
  - Facilitate production of different sub-sets of work statistics
  - Promote use of common concepts, definitions and measurement approaches

#### ● Scope

- Reference concept of “Work”
- 3 Forms of work: Own use production work, Employment work, Volunteer work
- Measures of labour underutilization, including unemployment

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## II. Objectives §3-4

### ... national work statistics system

- Same as in the past (13th ICLS resolution) yet...
- Expanded and more responsive to core uses
  - **Monitor labour markets and labour underutilization**
    - Employment & related social, income, skills development policies
  - **Comprehensively measure participation in all productive (work) activities**
    - Macroeconomic policies & contribution to social development
  - **Monitor participation among sub-groups; study relation between different Forms of Work and outcomes**
    - In-depth assessments

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## II. Scope

§3-4

... national work statistics system

- Wider scope, but flexible
- **To better meet short & longer-term needs**
  - With different frequencies of collection & reporting
  - According to national relevance and resources
  - Established through user consultation
- **To enable progress & sustainability of the system**

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## III. Reference concepts

Draft Resolution: § 6-10



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# Work

§6

first international statistical definition



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**“Any activity performed  
by persons of any sex and age  
to **produce goods**  
or to **provide services**  
for use by others or for own use”**

- Defined irrespective of legality, context & person status
- **Excludes**
  - Activities that do not satisfy the third person criterion
  - Activities that do not produce goods or services (begging, stealing)
- **Consistent** with the scope of productive activities
  - Within the SNA General production boundary
  - Complete accounts (“national” and “satellite” accounts)

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# Forms of work

§ 7-9

- **To be measured separately**
- **Better focus on different policy concerns**
  - Labour markets, unpaid work, well-being, gender justice, social inclusion and cohesion, work-life balance, complete national accounting, etc.
- **Separate forms of work distinguished by**
  - **Intended destination of production**
    - For own final use / For use by others
  - **Type of transaction**
    - Work transacted in exchange for pay or profit (in cash or in kind) or for training
    - Transfers of voluntary nature
  - **No distinction based on quality or conditions of work**

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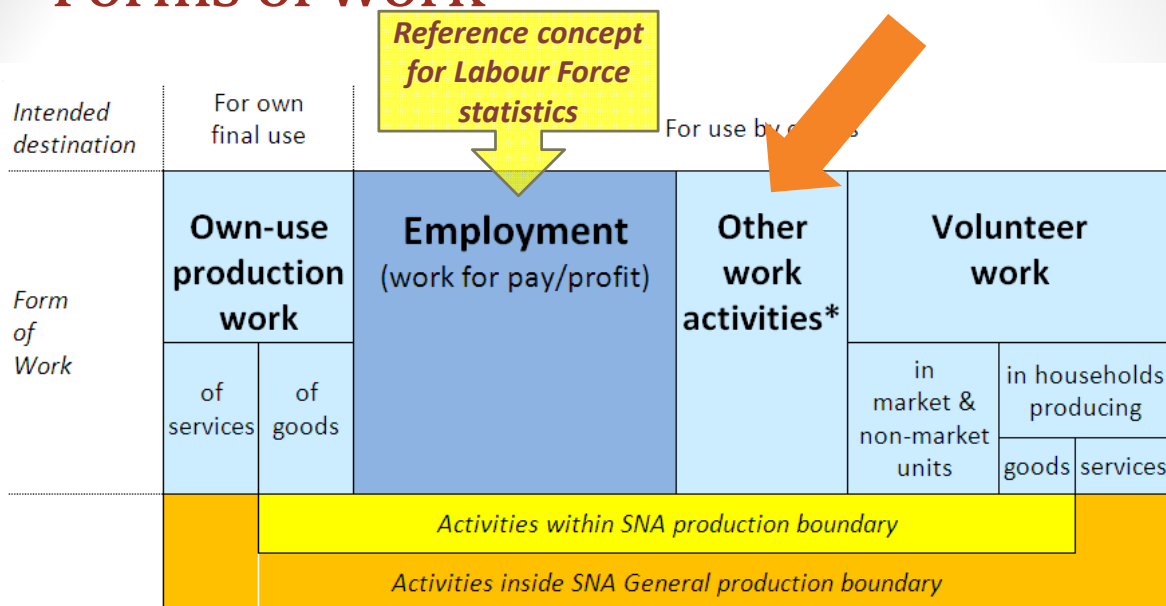
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# Forms of work



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- Mutually exclusive classification of productive (work) activities
- During a given period, persons may engage in several Forms of Work

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## Forms of work: Other work activities

§9

- Compulsory work for others without pay
  - Unpaid legally sanctioned community service (court-ordered)
  - Unpaid prison work
  - Alternative civilian service



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# Labour force revised reference concept

§ 10

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

- Newly introduced definition of labour force
- As in 13<sup>th</sup> ICLS = **Employed** + **Unemployed**, but
- Revised concept is narrower than before, because:
- **Employment focus is “work for pay or profit”**

## IV. Statistical units

Draft Resolution: § 11



# Statistical units

## three units identified

## § 11



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- **Persons**

- To classify population and workers by main characteristics

- **Jobs**

- For Employment (main, secondary jobs)
- To monitor job creation, job loss

- **Activity clusters**

- For Own-use production work and Volunteer work

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# Jobs

## revised definition

## §11(b)



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

- Narrower scope: restricted to Employment
- Avoids reference to Status in Employment categories
  - Employee, employer, etc.
- Links “job” to a single economic unit
- Clarifies “job” of self-employed → number of economic units owned, or co-owned (not number of clients served)

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# Multiple job holding, Main job –new definition

§11(b)



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- Scope of multiple job holding
  - Applicable to Employment only
- Definition of “main job”
  - Based on hours usually worked
  - Given relevance for employment and social policy
  - Widespread use in national practice

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# Activity clusters new analytical unit defined

§ 11(c)



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“set of tasks and duties  
performed by one person to produce  
specific kinds of goods or services  
for an economic unit”

- Facilitates memory recall
- Improves accounting of working time
- Enables analysis by industry for a range of tasks and duties
- Serves to inform specific policies (e.g. provision of services)
  - Applicable Statistical Classifications: **ICATUS, ISIC**

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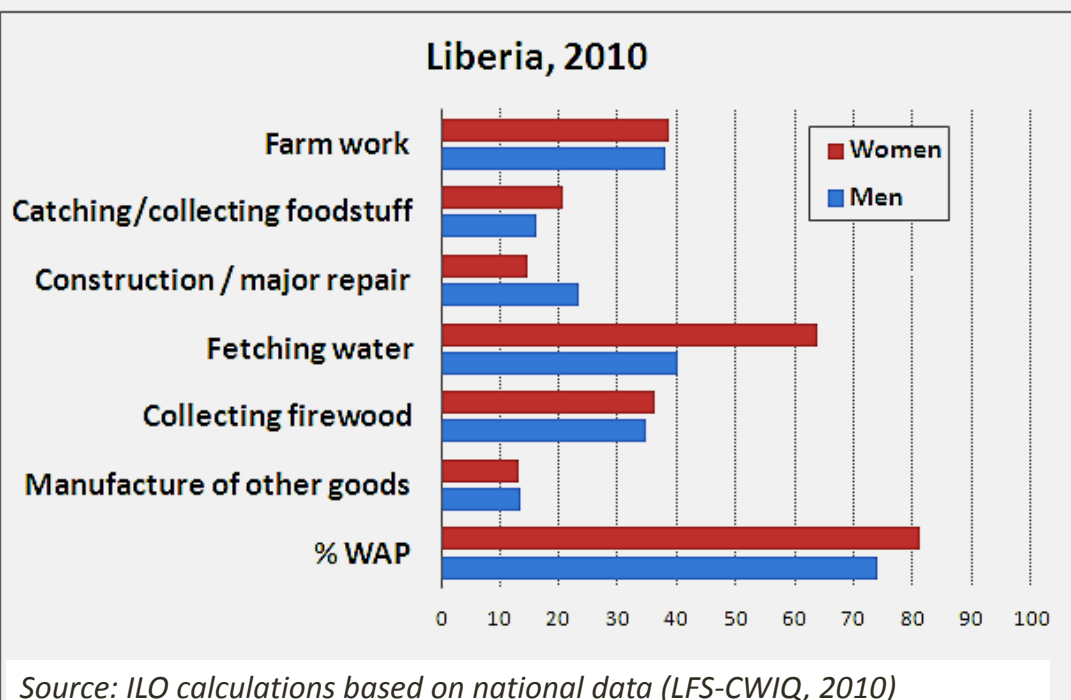
## Example: Activity clusters

### Own use production of goods (% WAP)



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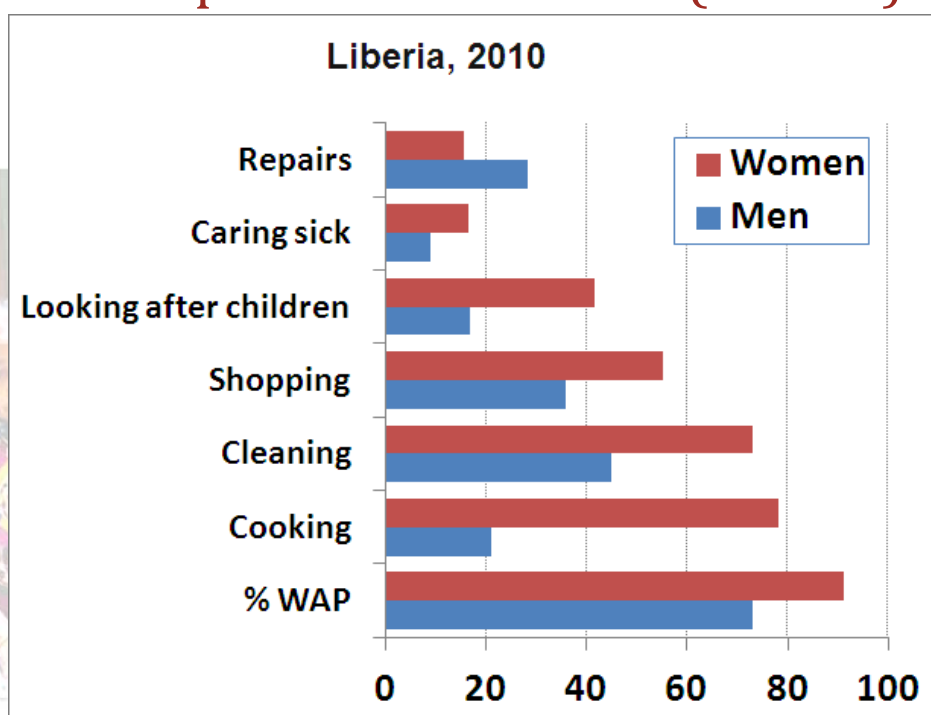
## Example: Activity clusters

### Own use provision of services (% WAP)



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# Statistical units: Concerns & possible implications

- Need for statistical unit equivalent to “job”
  - For volunteer work & own-use production work
  - Observe wide array of tasks and duties that are typically combined in these forms of work
  - To classify by occupation and industry
- Activity cluster not a replacement for “job”
  - To enable more detailed analysis of activities within a “job”
  - Could be extended for Employment jobs
    - E.g. informal sector employment jobs



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## VI. Operational definitions and guidelines

**Forms of Work:**

Draft resolution: § 17-28

Own use production work,  
Employment, Volunteer work



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# One-hour criterion § 17(b) maintained, extended to each form of work

- Basis for separate measurement of each Form of Work
- To capture all labour inputs to production
- Hence enable analysis of sporadic, casual, short-time or temporary work activities
- Essential for tabulating statistics of Employment and other Forms of Work, by working time bands

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## Form of Work: **Own-use production work**

Draft resolution: § 18-20

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## Concept: *Own-use production work* new

§ 18-20



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- Any activity performed to produce goods or to provide services for own final use
  - **Single concept covers all production for own final use**
  - **Acknowledges equal relevance to household survival and well-being of services and goods produced**
  - Supports analysis of the contribution to household welfare of both services and goods
  - Enables examination of differences in participation, by age, sex and other characteristics

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## Operational definition § 18 *Own-use production work*



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- If performed for at least 1 hour in ref. period
  - By persons above a specified age
- Contains two components:
  1. **Production of goods for own final use**
  2. **Provision of services for own final use**
- Boundary between goods and services aligned with 2008 SNA
  - Permits correspondence to estimate inputs to production *within* and *beyond* the SNA production boundary

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# Scope of components 18(b) - (c)

## 1. Own-use production of goods

Goods produced and/or processed  
for storage:

From agriculture, fishing,  
hunting, gathering

Goods produced and/or processed  
for storage:

From mining, forestry, incl.  
firewood, other fuels

Fetching of water

Household goods manufactured  
Furniture, textiles, clothing,  
pottery

Build own dwelling, major repairs

## 2. Own-use provision of services

Managing the household and  
accounts

Buying goods, transporting them

Preparing food, serving meals,  
recycling, throwing the rubbish

Cleaning, maintaining household  
premises, fixtures, other goods,  
decorating, gardening

Caring for children (including  
instruction) or elderly members,  
transporting them, caring for pets

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# “For own final use” 18(d)

- Based on intended destination of output
  - Mainly for own use or consumption (or capital formation)
  - By producer, by household members, or by family members living in other households
    - Recognizes work may be organized at family level
    - “Family” to be specified per national context
  - Consistent with 2008 SNA
- Operational implementation
  - As self-reported
  - Emphasis on orientation of production
    - Own-use producers of goods **might also sell/barter a small part (i.e. surplus)** of the output
  - Consistent with ISCO-08

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## Illustration: household-based survey question

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

1=Only for sale / barter

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

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

**4=Only for own or family use**

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## Essential data items § 19

Regarding **own-use production work**:

### 1. Working time by activity cluster

- Hours actually worked in the reference period

### 2. Output consumed by the household / family

- Estimated amount and/or value in reference period

### 3. Surplus sold or bartered

- Estimated amount and/or value in reference period

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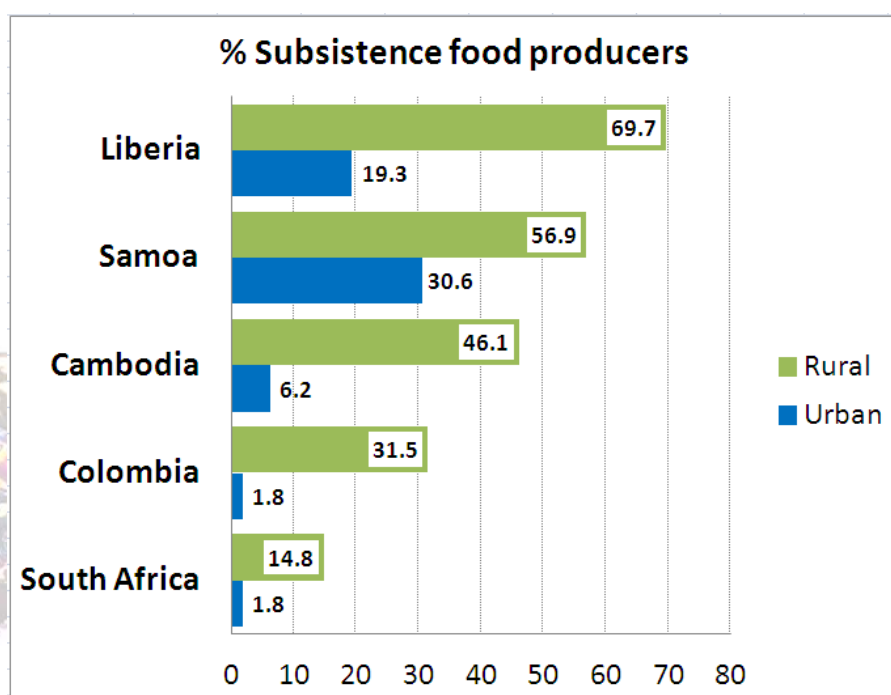
# New sub-group subsistence foodstuff producers

§ 20

- Persons who work to produce foodstuffs from agriculture, fishing, hunting and/or gathering activities
  - Excludes: production when recreational or leisure activity
- **No significant contribution test**
  - To avoid exclusion of work in kitchen gardens, side plots etc. mostly performed by female or young members
- Relevance
  - Assess integration with labour markets
  - Examine & monitor household livelihoods & food security

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## Illustration: New rate of subsistence foodstuff producers



Source: ILO calculations based on national data (2010-2012)



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# Form of Work: *Employment*

Draft resolution: § 21-26

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## Concept: *Employment* § 21

- Narrower activity scope:
  - **Production of goods and services** (*intended for consumption by others, in exchange*) **for pay or profit**
  - **Work done in the context of a transaction** (*of labour or of goods and services*) **for remuneration**
- Relates to labour markets, job creation, job skills development etc.
- Relevant for tracking labour underutilization, labour market integration etc.

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# Operational definition

## *Employment*

## § 21

- Independent from status in employment
  - Self-standing definition
- Retains ref. from 13th ICLS, to two groups:
  - **Employed persons “at work”**
    - Explicit 1-hour criterion
  - **Employed persons “not at work”**
    - Necessary given the short reference period of measurement
    - Due to working time arrangements (shift work, flexi-time, compensatory leave for overtime, etc.)
    - Due to temporary absence from jobs

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## “For pay or profit”

## § 22

- Remuneration paid in cash or in kind
  - Wages or salaries for time worked or work done
  - Profits from goods and/or services produced
  - Consistent with 16th ICLS standards on Employment-related Income
- Whether actually received or not
  - Accommodates different pay periods, owed income etc.
- Paid directly to person performing work or indirectly to a household or family member
  - Covers contributing family workers and family members assisting with an employee job of a relative

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## Temporary absence from employment simplified § 23

- Same for ALL TYPES of employment jobs
- Person must have already worked in the job
- Established using *continued job attachment* during the absence, evidenced by:
  - **Expected return after the short absence**
  - **Type of reason for absence**, and
  - **Short nature of the duration of absence**
- Payment is no longer suggested as evidence of job attachment
- Payment is related to conditions of employment hence could lead to exclusion of informal jobs

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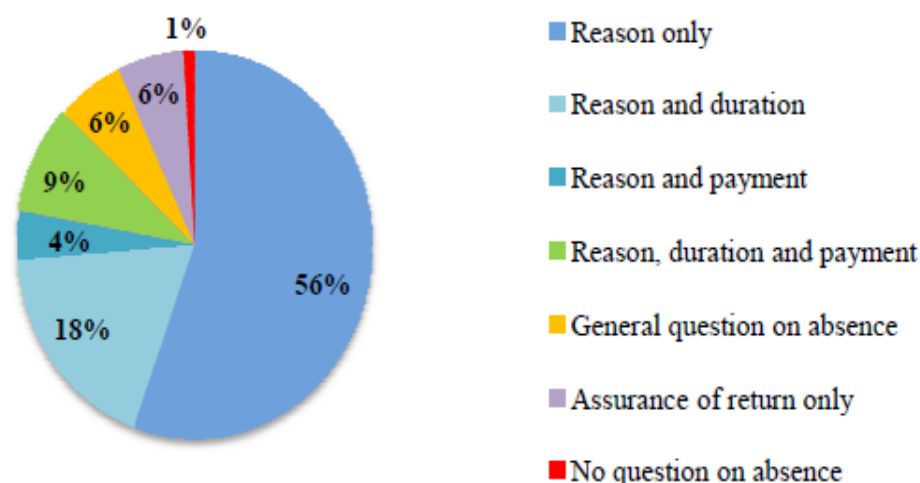
## Country practice: criteria to determine temporary absence from employment



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Figure 14: Criteria used or combined to determine temporary absence from employment (%)



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# Continued job attachment: operational test

1. Expected return after short absence  
(as self-declared)

2. Type of reason for absence

2a. Of short duration

2b. Of varying duration

3. Total absence duration  
< threshold (less than 3 months)\*

\*As per national context:  
covering duration of legal statutory leave entitlements



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## Types of reasons for absence:

### Typically short

Sick leave due to own illness  
or injury

Holiday, vacation, annual  
leave

Statutory period of  
maternity and paternity  
leave

### Varying length + Duration limit

Personal leave (parental,  
educational, care for others)

Occupational injury

Strikes or lockouts

Reduction in economic activity  
(temporary lay-off, slack work)

Disorganization or suspension  
of work (mechanical, electrical  
breakdown, shortage of materials,  
bad weather)



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# Included in Employment: § 24 specific groups



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- Producers of goods mainly for sale
  - Even if part of the output could be consumed
- Persons while on training required by their job or economic unit
  - **As per Working Time standards (18<sup>th</sup> ICLS)**
- Participants in employment promotion programmes working for pay including government social benefits
  - **Continued from 13<sup>th</sup> ICLS**
- Persons with seasonal jobs during the off-season
  - If they continue to perform some tasks and duties
    - *Example: Tourist hotel owner replenishes stocks for the next season during off-season when no clientele*

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# Included in Employment § 24(b) apprentices, interns, trainees



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- Who work:
  - For remuneration, in cash or in kind
  - For training or workplace experience in a trade or profession
    - **Training not considered as remuneration**
    - **Included given work in context of labour transaction**
    - **To cover wide ranging practices in countries**
    - Enables complete sets of statistics on this policy relevant group
- To be separately identified as per importance
  - By type of transaction
    - Paid fully or partly in cash
    - Paid only in kind
    - Not remunerated
  - Additional information to be collected: By fees paid for training (?)

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# Apprentices, interns, trainees

## diverse programmes/practice



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- In the more developed countries
  - Conditions of work clearly established for specific types (i.e. apprenticeships)
  - Other programmes not as regulated (internships, traineeships)
- In the less developed countries
  - Regulated apprenticeships not as widespread but clear duties & responsibilities
  - Traditional trainees often receive “pay” in-kind only (meals, transport) or pocket money
  - For some occupations trainees are expected to pay for “learning the job”
  - Medical, teaching, and other professions may require completion of “traineeships” that involve unpaid work for several years upon commencing duty

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# Informal apprenticeships:

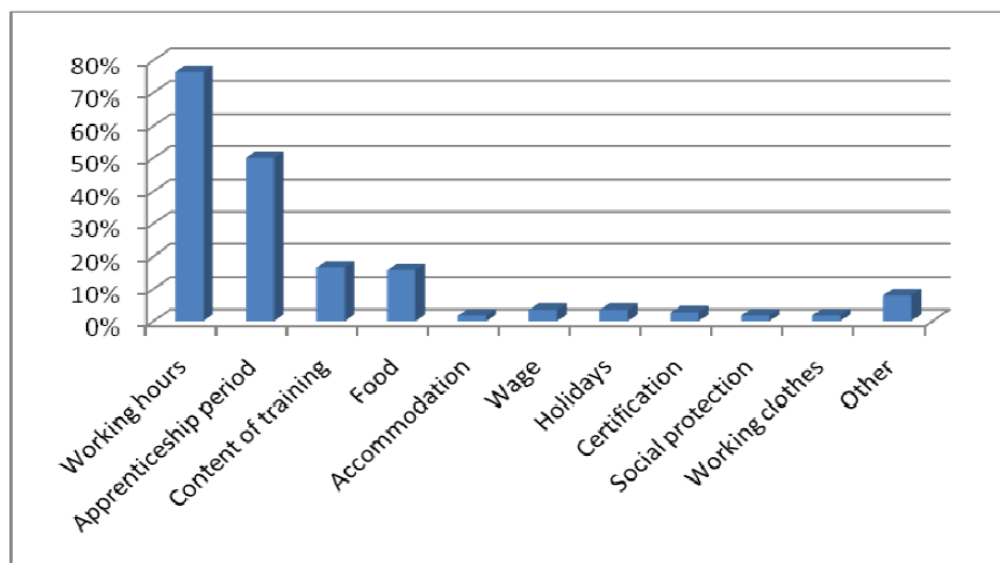
## Tanzania (Mtwara and Lindi Districts)



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- Apprenticeship contract



Source: ILO (2009) Employment Working Paper No. 32

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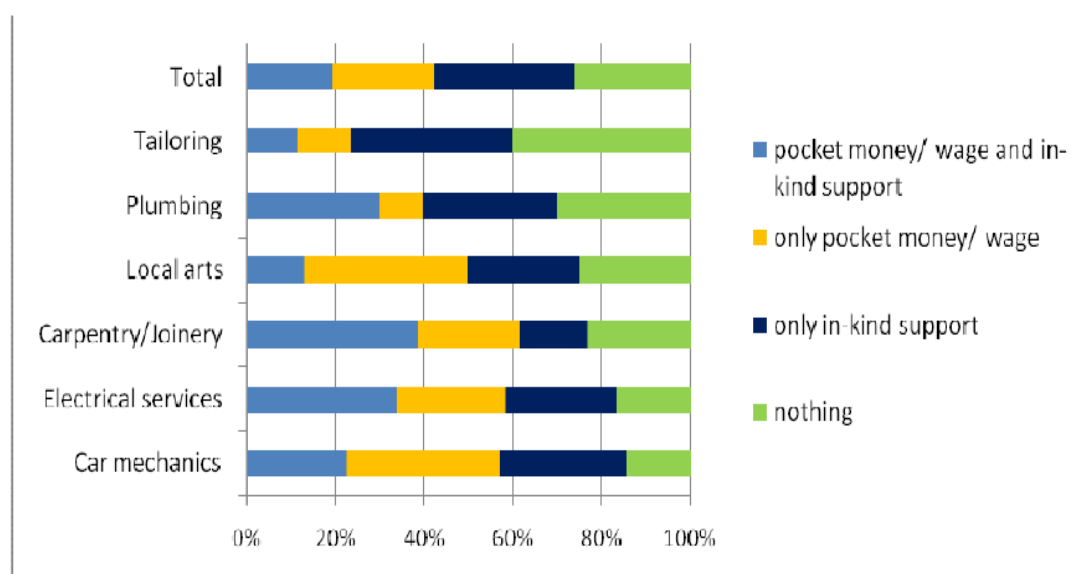


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# Informal apprenticeships: Tanzania (Mtwara and Lindi Districts)

## Compensation of apprentices, by sector

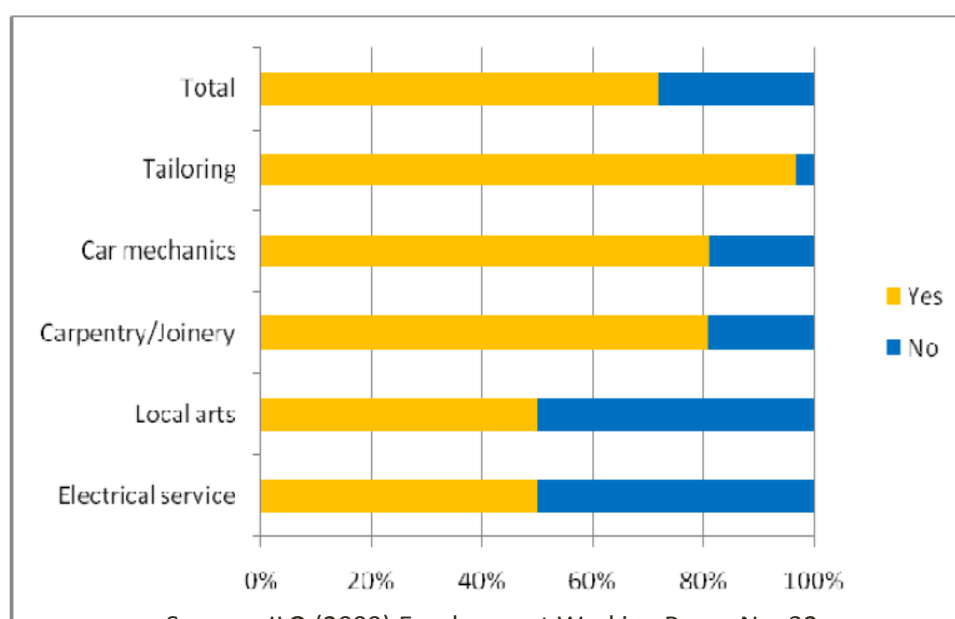


Source: ILO (2009) Employment Working Paper No. 32

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# Informal apprenticeships: Tanzania (Mtwara and Lindi Districts)

## Training fees, by sector



Source: ILO (2009) Employment Working Paper No. 32

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# Possible solution to Unpaid trainee work

- Recognize as Work
- Overall likely small, but important for
  - Particular sub-groups, occupations, settings
- Indicate need for statistical measurement
- Provide flexibility for countries to decide depending on national circumstances, whether to
  - **Include in employment (with separate identification)****or**
  - **Measure as a separate, specified form of work (not residual)**

## Included in employment: § 24(f) family workers

- Who work:
  - In **market economic units** operated by a family member  
→ “contributing family workers”
  - To perform part of the tasks or duties of a job held by a family member → “assisting family workers”
- Given the labour transaction (for pay/profit received “indirectly” by the household or family)
- **Consistency with proposed refined concept of employment as work in exchange for pay profit ?**

# Excluded from Employment § 25

- Indefinite layoffs without assurance of return
  - Continued from 13<sup>th</sup> ICLS
- Off-season jobs when no job-related activity
  - As in 16<sup>th</sup> ICLS for the self-employed
  - **New for seasonal employees**
  - Enables monitoring seasonal changes in employment
- Absences for reasons of varying length when total duration > threshold for temporary absence
  - **New**, given the focus on current employment in the short reference period
  - For social analysis: collect data on total duration, reason for leave, benefits received during absence

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## Form of Work:

# *Volunteer work*

Builds on work presented by ILO &  
agreed by 18<sup>th</sup> ICLS

Draft resolution: § 27-29

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## Definition: *Volunteer work* § 27

- **Any activity**
  - Work for at least 1 hour in reference period
- **Unpaid (absence of pay)**
  - May receive reimbursement for out-of pocket expenses, stipend to cover living expenses, in-kind compensation (meals, transport), symbolic gifts
  - **So long as less than value of local market wage**
- **Non-compulsory**
  - Without legal or other obligation
- **For others**
  - Through /for organizations (incl. self-help, community)
  - For households other than the volunteer's **OR related family**

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## Volunteer work: § 27(d)-28 2 Components

- Relevance for different settings
- Enable separate measurement as per priorities

### 1. Through or for market or non-market units

### 2. Direct volunteering for other households

- Goods for (their) own consumption
- Services for (their) own consumption

Within SNA  
boundary

Within  
General  
boundary



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## VI. Reference periods of measurement

**Forms of Work**

Draft resolution: § 17(a)

### Forms of work: Reference periods

- **Short reference periods**
  - To reflect a “current” situation
  - To monitor short-term trends, changes
  - To retain data quality
- **Different depending on form of work**
  - As per overall intensity or working time arrangements
- **For use with repeated measurement**
  - Alternatives provided when not possible



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# Reference periods of measurement § 17(a)

- Employment: **7 days or 1 week**
  - Same as 13<sup>th</sup> ICLS, widely applied by countries
- Volunteer work: **4 weeks or 1 month**
- Own-use production work:
  - Of goods: **4 weeks or 1 month**
  - Of services: **1 or more 24-hour days (over a 7-day or 1-week period)**

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## V. Classifications of the population

Draft resolution: § 12-16



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# Classifications of the population

§ 12-16

- Two alternative classifications for different uses
- Persons < age classified in mutually exclusive groups:
  - **By Labour Force Status**
    - As per existing labour force framework
      - Employed
      - Unemployed
      - Outside the labour force
  - **By Main Work Status**
    - New, for social analysis

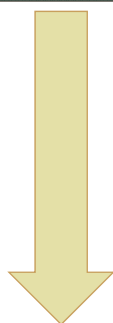
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## Labour force status classification

*ALL Persons > age, who  
in short reference period:*

Worked for pay or profit 1+hr

Temporarily absent from  
work (for pay or profit)



**Labour force**

*ALL Others > age, whether or not  
in short reference period:*

Produced goods for own final use

Provided services for own final use

Volunteered through or for organizations

Volunteered producing goods for others

Volunteered providing services for others

Without employment (for pay/profit)



**Employed**  
(for pay or profit)

**Unemployed**  
(seeking + available for  
employment for pay or  
profit )

**Outside the  
labour force**  
(not seeking nor  
available )

# Main Work Status

## § 15

new

- Any Form of Work takes priority over non-work activity (e.g. studies, self-care,...)
- Mutually exclusive groups:
  - **Mainly own-use producer**
  - **Mainly employed**
  - **Mainly volunteer**
  - **Mainly in another form of work**
  - **Mainly in non-work activity**
- Established as “self-declared”
- Over short or long reference periods



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# Measures of labour underutilization:

Time-related underemployment

Unemployment

Potential Labour Force

Draft resolution: § 29-41

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# Desired characteristics and purpose

- Focus on labour market adjustment mechanisms (insufficient absorption of labour)
- **For use as headline indicator(s)**
- **Place unemployment in context of broader problems with quantity of employment**
- Readily implementable
- Few (2-3) and easy to understand
- To become part of Decent Work Indicators

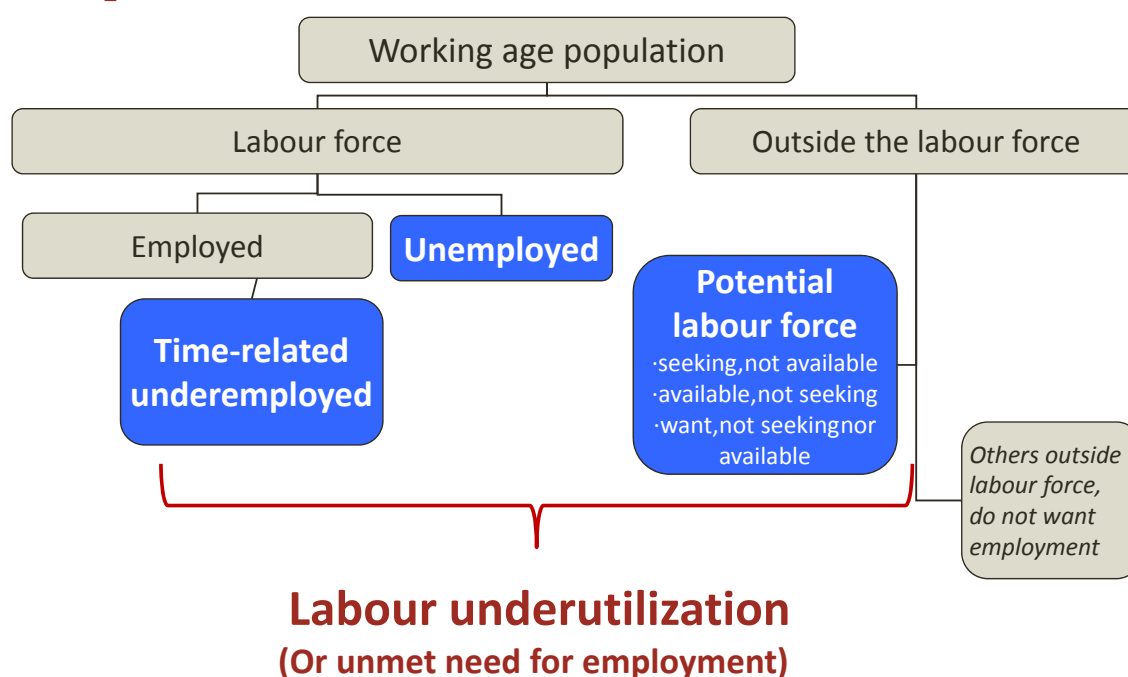
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## Labour underutilization: § 30 scope



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## Definition:

## § 32

### *Time Related Underemployment*

- Employed persons who in the reference period:
  - **Wanted to work additional hours**
  - **Hours actually worked in all jobs < threshold**
    - As per national context
    - Basis: **hours usually worked** (median or modal value), full/part-time boundary
  - **Available to work additional hours in subsequent period**
    - **Short** as per national circumstances
    - To take account of time required to **change jobs**

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## Three groups Highlighted

## § 33-34

- Structural situations:
  - **Usually work less than hours' threshold**
- Short-term / cyclical situations:
  - **Usually work more than hours' threshold, but**
    - **Not at work OR reduced working time** in reference period
    - **Reduced economic activity** – temporary layoff or slack work, disorganization / suspension of work due to mechanical, electrical breakdown, shortage of raw materials, clients
- Labour market pressure
  - **Those who sought to work additional hours**

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# Labour underutilization Component II: *Unemployment*

Draft resolution: § 35-38

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## Unemployment: § 35 Operational definition

- Same criteria (13<sup>th</sup> ICLS), revised order:
  1. **Without employment (for pay/profit)**
  2. **Carried out activities to seek employment**
  3. **(Currently) available for employment**



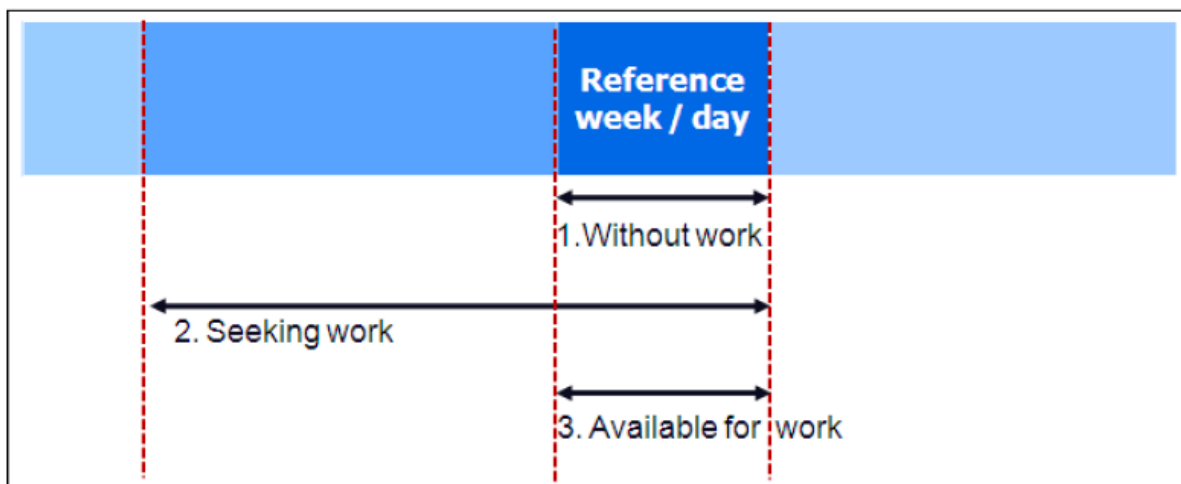
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# More precise reference periods

- From (13<sup>th</sup> ICLS)...



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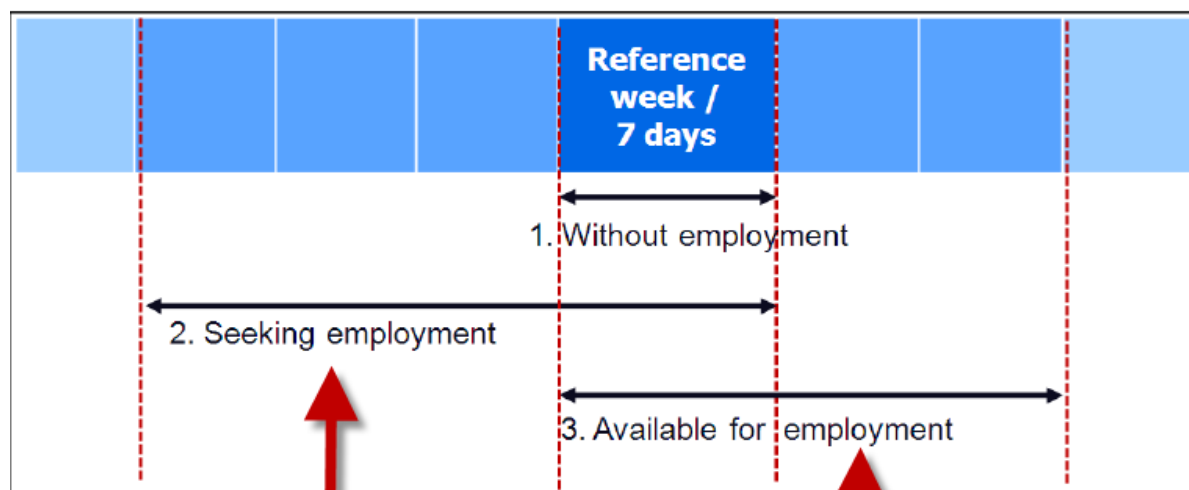


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# More precise reference periods

- ....To (NEW proposal)



job search  
period specified

Short extension as per  
sensitivity tests

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# Availability

## § 35(d)

### Reference period extension

- To reduce differences across groups
- Optional based on sensitivity test, as per context

Unemployment rate under different reference periods for “availability”,  
Madagascar 2010.

	In reference week	One week after	One month after
Men	6,0 %	6,6 %	6,6 %
Women	5,8 %	7,0 %	7,0 %
Total	5,9 %	6,8 %	6,8 %

As per 13<sup>th</sup> ICLS

Rise

No change after month

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## Measurement criteria: §35(b-d) Refinements

- **Search for employment** -all types
  - Self-employment, paid employment, including paid trainee work
  - Formal/informal, part-time, short time, casual,
  - In national territory or abroad
  - Updated list of search activities, as examples
- **Current availability**
  - Purpose clarified as readiness (time availability)

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## Included in Unemployment: § 36 specific groups



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- **Indefinite layoffs – (as 13th ICLS)**
  - If seeking and available
- **Future starters – refined**
  - Regardless of job search **IF** available
  - + **Duration limit (<3 months)**, as per context
- **Job (re)training scheme participants – (as 14th ICLS)**
  - Regardless of job search or availability
  - if have a job at end-of-training

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## Job search duration, § 37-38 Long-term unemployment new



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- Important for structural analysis
- Sub-group of the unemployed
  - **With duration of job search  $\geq$  12 months**
- Duration based on whichever is shorter period:
  - **...Since start of search for employment**
  - or
  - **...Since last employed**

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## Labour underutilization Component III:

# *Potential labour force*

Draft resolution: § 39-41

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## Potential labour force § 39



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- Purpose
  - Capture groups of persons **outside the labour force with expressed interest** in the labour market
  - Behaviour is similar to the unemployed...
  - **But where conditions limit** their active search or immediate availability
- Uses
  - Indicate: **periods or areas of shortages in demand** with limited channels for job search or employment opportunities
  - Identify: **for labour market and social policy** under-utilized groups with an unmet need for employment

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# Operational definition: §39(a-c)

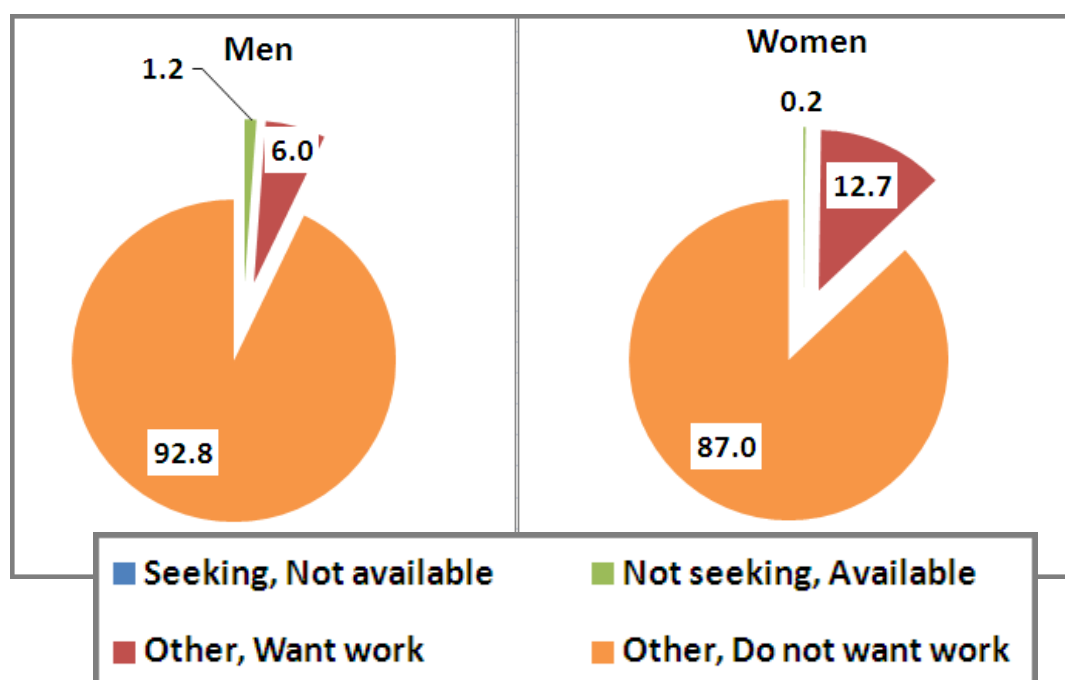
## Potential labour force

- Based on three sub-groups, as per context:
  - **Unavailable jobseekers**
    - Seeking employment, not available (within specified period)
  - **Available potential jobseekers**
    - Not seeking, but available for employment
  - **Willing potential jobseekers**
    - Not seeking + not available + want employment
- In household-based surveys:
  - Requires asking about **job search** and **availability** to **ALL** persons not in employment

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## Illustration: Morocco

### Willing potential job-seekers



Source: Enquête nationale sur l'Emploi, 2012

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# Discouraged job seekers § 40 new, highlighted

- Sub-group of available potential jobseekers:  
**not seeking for labour market reasons**
  - Past unsuccessful job search
  - Lack experience, qualifications, jobs-matched skills
  - Considered too young or too old by employers
  - Lack of jobs in area
  - Recent job loss
- No test of “recent search for employment”
  - So as not to exclude persons/new entrants, living where labour markets and job opportunities are restricted

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# Proposal for treatment of Unpaid trainee work



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# Unpaid trainee work

- Recognized as productive activity (work)
- Identify as a separate Form of Work
- Optional inclusion in Employment, per national context
  - With separate identification
  - Due to labour market integration
  - But not remunerated



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## Definition (I): Unpaid trainee work

**Performed any unpaid activity to  
acquire workplace experience  
or skills in any occupation**



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## Definition (II): Unpaid trainee work

- Work at least 1 hour
- Production intended for others (outside family)
- Absence of pay for work done or hours worked
- **BUT** may receive some support (education transfers) or occasionally in-kind (a meal, drinks)
- Includes traditional, formal or informal training arrangements
- With or without certification



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## Exclusions

- Probation period in employment
- On-the-job training
- Orientation for volunteers
- Learning while doing own-use production work



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# Essential data items

- Characteristics and conditions of work
  - Occupation, industry
  - Working time
  - Programme type , length
  - Contract characteristics, coverage
  - Nature of certification, if any
  - Participation fees, if any



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## VII. Programmes of data collection

Frequency of collection and reporting  
Measurement over short or long reference periods  
Population coverage  
Age limits  
Sources

Draft resolution: § 42 - 56



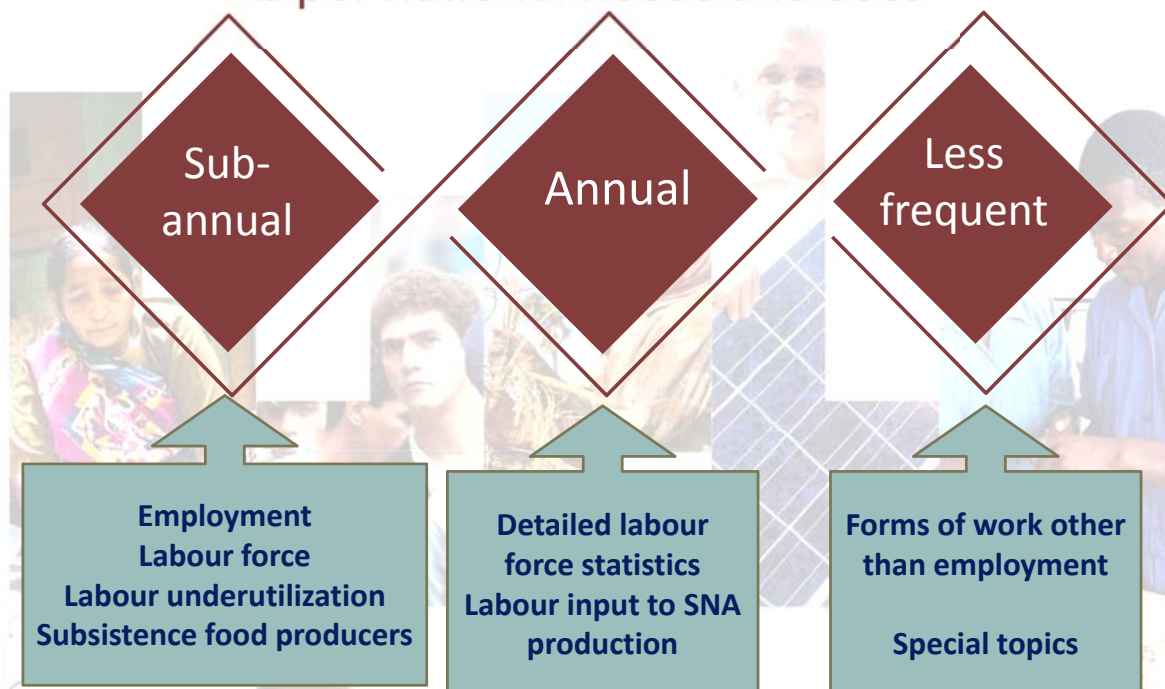
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## Data collection strategies § 42

- As per national needs and uses



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## Measurement: § 43-44 short/long reference periods

- Optimal → for sub-annual and annual
  - Short reference periods + frequent intervals
    - With Panel = individual & economy
      - Also: gross labour market flows (between LFS status, Employment status)
  - One time survey + sample spread over the year = economy

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## Measurement: § 43-44 short/long reference periods

- If no frequent collection
  - **Progressive increase in frequency**
    - At least high/low season –same as in 13th ICLS
  - **One time survey + recall over long ref. period**
    - 12 months, calendar year, agricultural/tourist season
    - Recall month by month, job by job, + broad working time categories
    - To approximate participation and working time
- OR
- Self-perceived for: Main work status over long period

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## Population coverage § 46-49 new

- For comprehensive coverage
- Depending on objective
  - Labour force, own-use production & volunteer work:
    - **“Usually resident population”**
    - **Includes those working in national territory and abroad** (border workers, short-term migrant workers, etc.)
  - Employment:
    - Where in-migration, also: **non-usual residents employed in national territory**
  - National accounts:
    - Jobs/activities by persons working in **“resident producer units”**

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# Coherence with other statistics

§ 46-49



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- **“Usually resident population”**
  - As per standards for population statistics
    - Includes: civilian & armed forces
    - Living in private households & collective living quarters
    - + Special rules (i.e. persons without fixed premises)
- **“Resident producer units”**
  - As per standards for national accounts
- Use of different sources promoted
  - For comprehensive sets of statistics

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# Age limits new

§ 50-52



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- Can differ for collection & reporting
  - Depending on whether a programme of Child Labour Statistics exists
- For statistics of the working age population:
  - **Lower limit**
    - Minimum age for legal employment (including exceptions) or compulsory schooling age
    - To cover age groups in transition: school to employment
  - **No upper limit**
    - To cover age groups in transition: employment to retirement, to other productive activities, back to employment

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## Sources (I):

## § 53-56



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- Promotes complementary use of all sources
- Guidance by type
  - **Labour Force Surveys**
    - Main source for monitoring labour markets
    - Use of supplements/modules for other forms of work
  - **Specialized household surveys (Time Use, Agriculture...)**
    - For in-depth analysis of specific forms of work
  - **Surveys on related topics (Budget, Income-Expenditure)**
    - For socio-economic analysis, relation to poverty, etc.
  - **Other household surveys**
    - For summary Labour force measures as explanatory variables
  - **Population census**
    - For benchmarking, as frame for surveys, for small groups

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## Sources (II)

## § 53-56



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- **Establishment censuses & surveys**
  - For specific uses, components and groups
    - Paid employment, employee earnings, ...
    - Total jobs by industry (resident producer units)
    - Non-usual residents working in resident producer units
- **Administrative records**
  - For frequent, detailed statistics of target groups
    - Registered workers, jobs covered by system (tax, pension, social security, etc.)
    - Participants in: employment promotion programmes; in paid apprenticeships; recipients of unemployment benefits
    - Permit holders (registered migrant workers)

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## VIII. Indicators

Draft resolution: § 57 - 63

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### National indicator sets § 57-58 expanded

- According to national circumstances
- Using recommended periodicities
- Minimum set for:
  - **Labour market monitoring**
  - **Own-use production work, Volunteer work**
  - **Labour input** (as per Working Time standards, 18<sup>th</sup> ICLS)
- Computed for:
  - **Total population**
  - **By selected characteristics (as appropriate)**
    - **Sex, age groups, education levels, geographic region, urban/rural, ...**

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# Indicators: § 59

## Labour market monitoring

- **Headcounts**

- Labour Force, Outside labour force, Employment, Time-related Underemployment, Unemployment, **Potential labour force**
- **Subsistence foodstuff producers**

- **Rates (relate to working age population)**

- Employment-Population Ratio
- Labour Force Participation Rate (LFPR)
- **Subsistence Foodstuff Producer Rate (SFPR)**

- **Labour underutilization measures**

- **LU1 – LU4**
- **Of which relevant 2-3 for use as headline indicators**
- Other labour underutilization measures:
  - **Long-term unemployment rate**
  - Volume of Time-related Underemployment – as per 16<sup>th</sup> ICLS

## LU1 – 4 measures § 59(c)

### new

- **Overlapping measures**

- **LU1** = Unemployment rate =  $(U / LF) * 100$
- **LU2** =  $[(TRU + U) / LF] * 100$
- **LU3** =  $[(U + PLF) / (LF + PLF)] * 100$
- **LU4** =  $[(TRU + U + PLF) / (LF + PLF)] * 100$

- **To monitor changes in labour market conditions**

- Behave differently according to downturn phase & context

- **To highlight and compare overall levels**

- Groups in different situations of labour underutilization



# LU1-LU4: Scope of measures



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Working age population

Employed

Unemployed

Outside the Labour Force

Labour Force

Seeking,  
not  
available

Available,  
not seeking

Want emp,  
not seeking  
nor available

Time-related  
underemployed

Unemployed

Potential LF

LU1

LU2

LU3

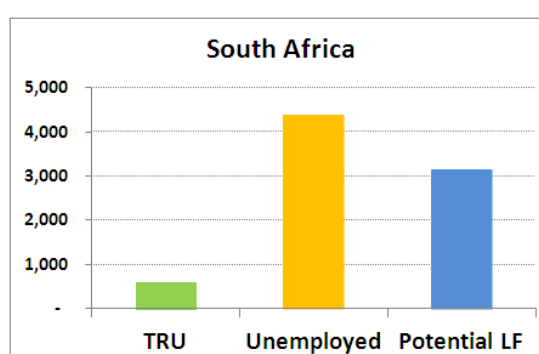
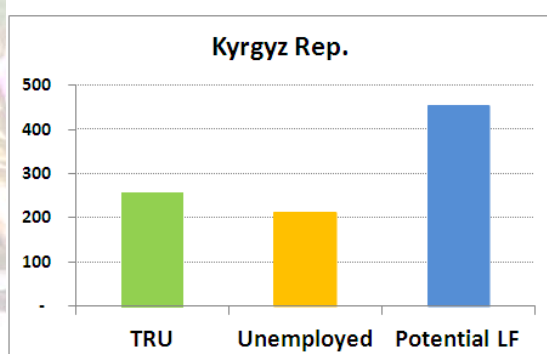
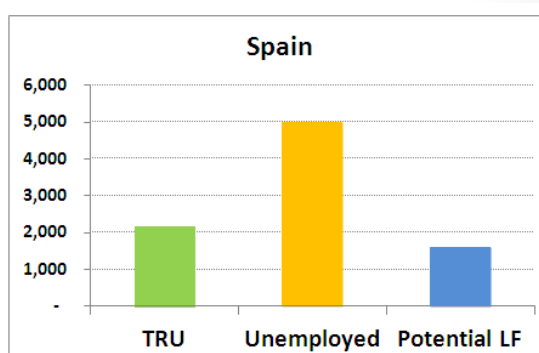
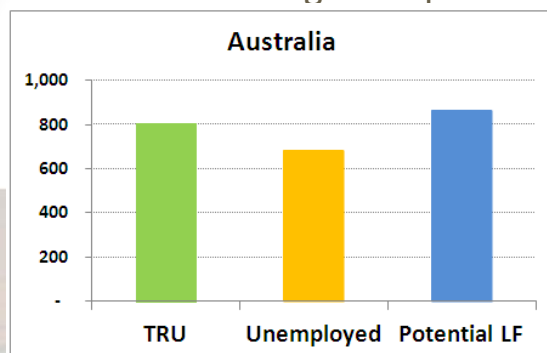
L4

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## Persons by labour underutilization type

In 4 countries, Individual components (in 1,000s)

Different magnitude per national context



Source: ILO calculations based on national data (circa 2011)

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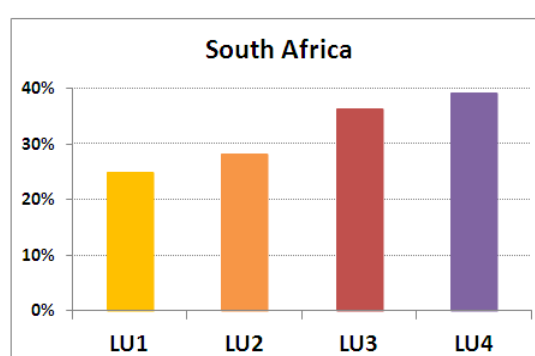
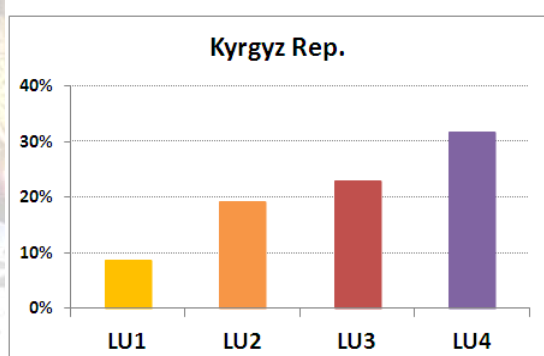
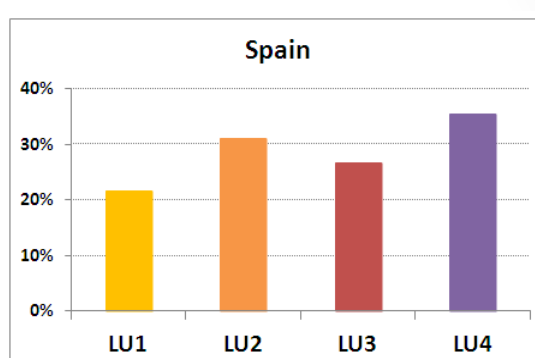
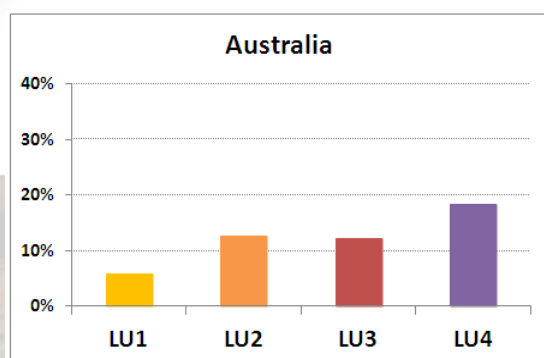
# LU1-LU4

# Rates



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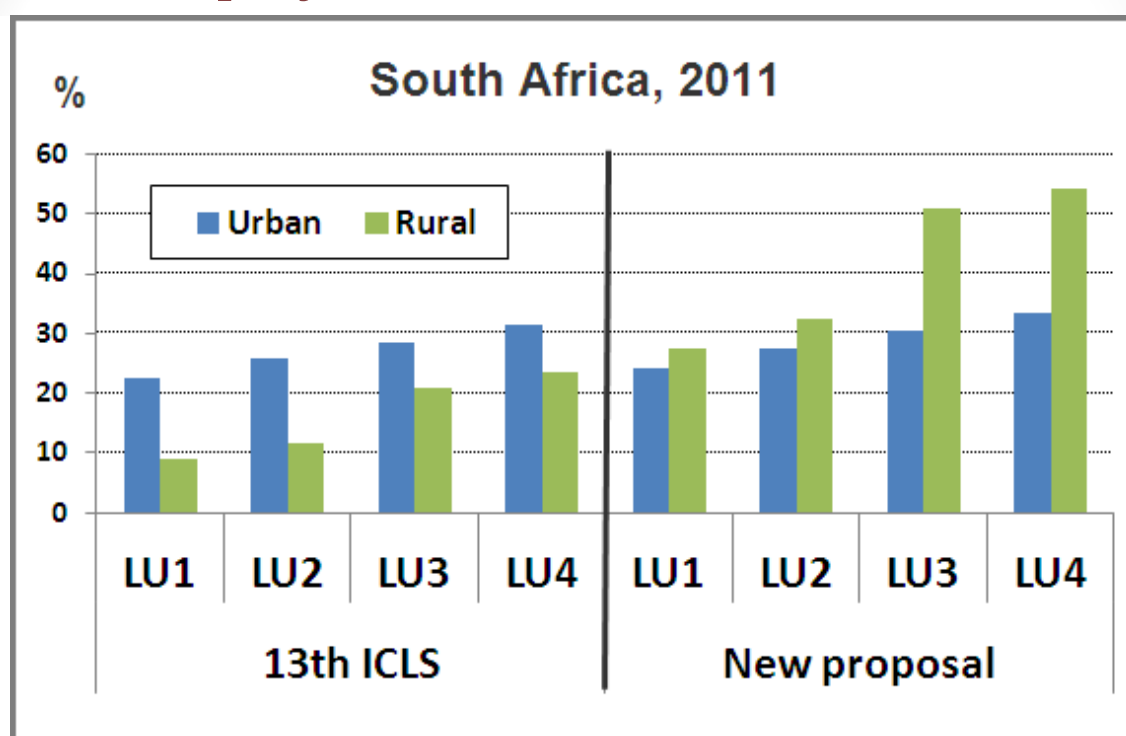
Source: ILO calculations based on national data (circa 2011)

## Impact of revisions: Illustration Unemployment & LU measures



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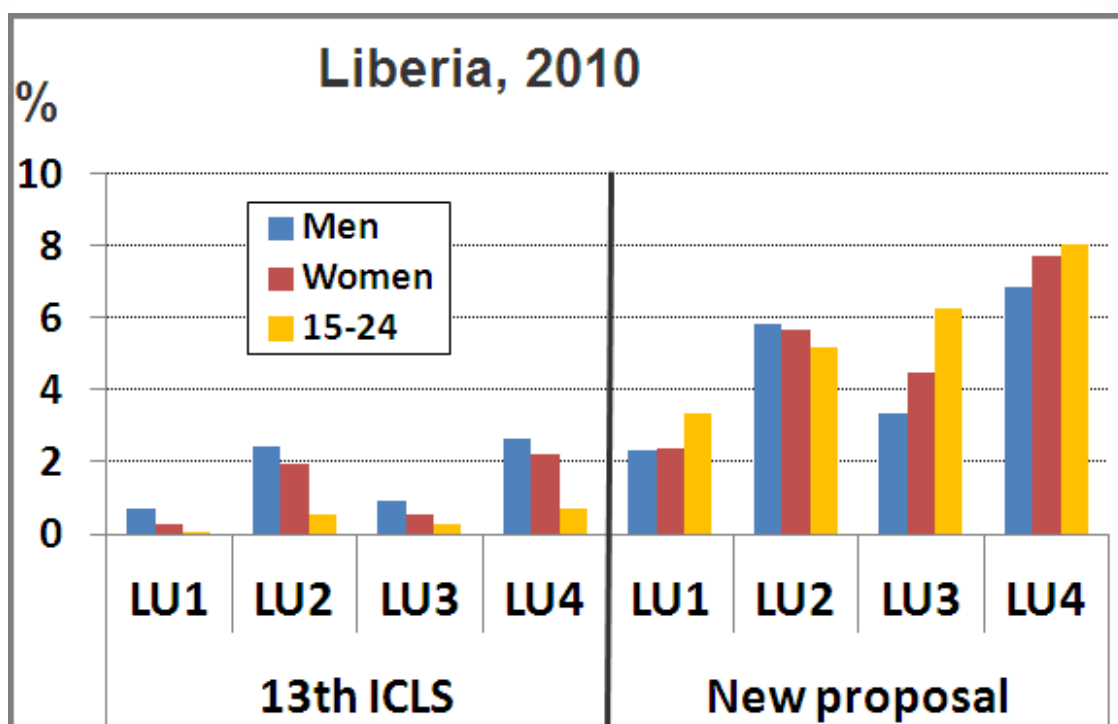
Source: ILO calculations based on national data (2011)

# Revised Unemployment & LU measures



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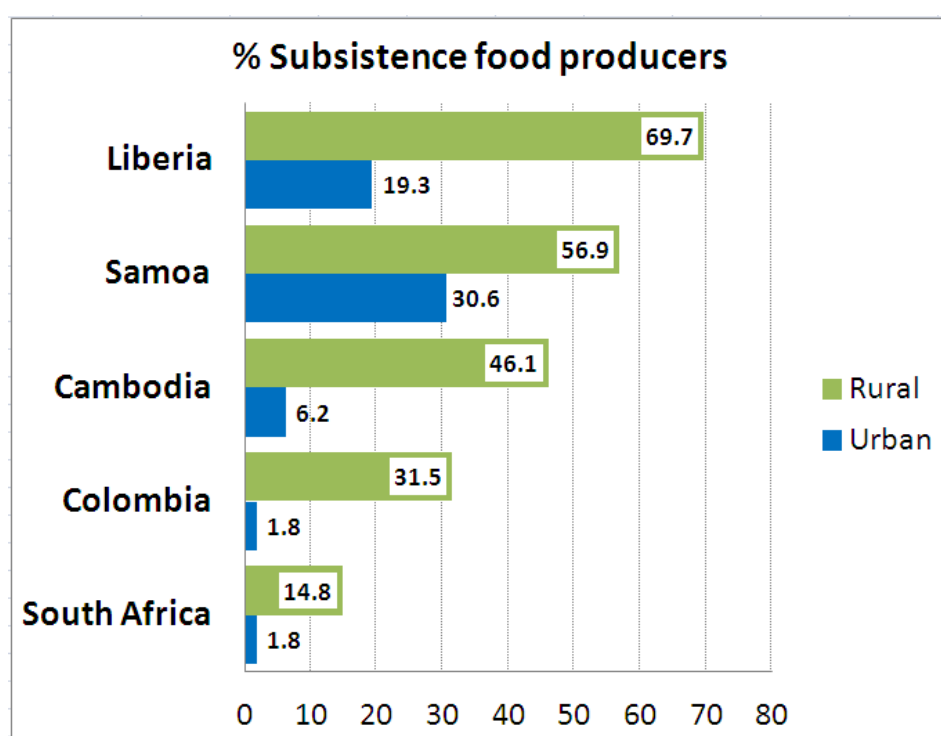
Source: ILO calculations based on national data (2010)

## New rate of subsistence foodstuff producers



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Source: ILO calculations based on national data (2010-2012)

# Additional labour market indicators

§62-63



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- **For less regulated labour markets**
  - Informality: informal sector employment
  - Job search among persons in employment
  - Inadequate employment situations (low income, skills, excessive working time)
  - Low intensity of work (self-employed)
- **To monitor working conditions, poverty, livelihoods**
  - Income poverty measures: low pay, working poor
  - Other Decent Work and Quality of Employment measures

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# Forms of Work: Basic indicators

§ 60



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- To assess levels of participation
- To examine differences among groups
  - Headcounts & rates (%WAP) by activity cluster:
    - **Own-use producers of goods**
    - **Own-use providers of services**
  - Headcounts & rates (%WAP) by type of economic unit:
    - **Volunteer workers**

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# Labour input measures § 61



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- As per Working Time standards (18<sup>th</sup> ICLS)
- For activities *within* SNA production boundary:
  - **Employment and Own-use production of goods**
  - **Organization-based volunteering**
  - **Direct volunteering producing goods**
- For activities inside General production boundary (*beyond* SNA production boundary):
  - **Own-use provision of services**
  - **Direct volunteering providing services**

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## IX. Tabulation and analysis

Draft resolution: § 64 - 71



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## Tabulation; Analysis § 64-71

- Promotes systematic tabulation by:
  - Sex, age groups, level of education
  - Region, urban/rural areas
- Guidance as per objectives and uses
  - Person, job and household-level tabulations
- Descriptive analysis of:
  - Labour force & labour underutilization
  - Participation in own-use production & volunteer work
  - Labour market integration of own-use producers, subsistence foodstuff producers, or volunteers

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## Labour Force Tabulations § 65-66

- **Working Age Population**
  - by labour force status and category of labour underutilization
- **E, U, Outside LF**
  - By main/last job: Industry, occupation, employment status, sector (formal / informal / household), institutional sector, working time bands, type of remuneration, income bands, geographic place of work, etc.
- **Unemployed**
  - By duration of job search intervals (long-term unemployed)
- **Outside LF**
  - By degree of labour market attachment
  - By reason for not seeking, not being available, not wanting
  - By main activity status

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# Outside Labour Force § 66(a-c)

## three alternative classifications

May be combined for analytical purposes

### 1. By labour market attachment

- Seeking employment
- Not seeking + available
- Other + want
- Other + not want

### 2. By reason not seeking / not available / not wanting

- Illness, disability, studies
- Family reasons
- Discouraged
- Infrastructure problems
- Other income (pension, rents)
- Disenfranchisement

### 3. By main activity

#### status (self-perceived)

- Own-use goods producer
- Own-use services provider
- Volunteer
- Unpaid trainee In studies
- Student
- Self-care (illness, disability)
- Leisure, recreation

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## Tabulations: § 67-69 Own-use, Volunteer

- To assess participation and contributions to the economy
  - **Persons in own-use production work**
    - For activity clusters, by working time bands
    - Classified by: goods only, services only, goods and services
  - **Persons in volunteer work**
    - For activity clusters, by working time bands
    - By type of economic unit
- To assess labour market participation
  - **by labour force status, & labour underutilization for**
    - Own-use producers of goods
    - Own-use providers of services
    - Subsistence foodstuff producers
    - Volunteers
    - Unpaid trainees

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# Job-level tabulations

## § 70

- For macro-economic analysis
- To inform policies related to quality of employment
- **Scope for jobs in resident producer units, by:**
  - Industry
  - Working time bands
  - Sector (formal, informal, household)
  - ...Other characteristics as relevant

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# Tabulations: for household analysis

## § 71

- For social and gender analysis, household poverty and exclusion analysis
  - **Persons in employment**
    - By sex and marital status, presence/number of dependents or household members requiring care
  - **Households**
    - By number of members in different labour force and main work statuses
    - By main sources of income and/or household income bands
  - **Jobless households**
  - **Households with subsistence foodstuff producers**
    - By size, composition, main sources of income,
    - ...Other characteristics as relevant

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# X. Data evaluation, communication and dissemination

Draft resolution: § 72 - 77

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## Data evaluation, §72 - 74 Communication, Dissemination

- **Promotes**
  - UN Fundamental Principles of Official Statistics;
  - Dissemination practices (16<sup>TH</sup> ICLS)
- **Publicized communication strategy**
  - Impartial release, to all users, the social partners, and including other government units
- **Dissemination and timeliness**
  - Impact of revisions, time-series, new indicators
    - **Publication of dual series for specified period**, as the new standards are implemented
  - Public-use files (anonymized micro-data)
  - Release in stages, with metadata

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# XI. International reporting

Draft resolution: § 78 - 80

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## International reporting § 78-80



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- **Routine reporting is international responsibility:**

1. Statistics of Labour Force and Forms of Work
2. Specific Labour Underutilization Measures: **LU1 and LU4**
3. For total population:
  - By sex, age-groups, broad levels of education, urban/rural
4. For age groups:
  - Standard 5-year age bands (from 15-19 to 75+ years)
  - Where data quality concerns:
  - 15-24, 25-34, 35-54, 55-64, 65-74, 75+ years
5. Classifications compatible with ISCO, ISIC, ISCE, ISCED
6. Metadata including differences with the standards

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## XII. Future work

Draft resolution: § 81 - 82

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## Future work

## § 81-82

- ILO with countries and partner organizations
  - To promote implementation of these standards
  - Foster user understanding
  - Carry out conceptual and operational advances
    - **Technical materials, guides**
    - **Methodological work and testing**
      - Boundaries between forms of work (own-use production)
    - **Topics:**
      - **Skills mismatch, low intensity work, inadequate employment situations, ...**

Department of Statistics



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International Conference of Labour Statisticians  
2 to 11 October 2013