20th ICLS – Side Event - Counting women’s work and employment: methodologies and policy responses

Measuring women’s and men’s work – The 19th ICLS, purpose and progress

Kieran Walsh
ILO Department of Statistics
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Brief history of gender and ILO statistics

• 17th ICLS (2003) checklist of good practices for mainstreaming gender in labour statistics
• Gender mainstreaming incorporated in capacity building activities
• Focus on ensuring sufficient data is published to make visible work and labour market engagement and barriers of men and women
• Need to update existing standards was also recognized – need to address gender biases in existing conceptual frameworks
**Background – 19th ICLS Resolution I**

**Key elements**
- First statistical definition of ‘work’
- Definitions for 5 different forms of work
  - Employment (narrower than previous definition)
  - Own use production work (goods or services)
  - Volunteer work (goods or services)
  - Unpaid trainee work
  - Other
- Four different indicators defined (LU1 to LU4)

New standards developed through wide consultation and presented to ICLS in October 2013 for adoption.

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**19th ICLS implications - data**

**When fully applied:**
- Wider range of information available on different forms of work
- Visibility for many unpaid activities previously not measured
- Better understanding of interaction with the labour market
- Impact on indicators (lower employment and higher unemployment)
- Extra information critical
19th ICLS implications - system

Countries need to develop system to deliver the statistics

No one source will be sufficient to meet all needs

Need to plan system to deliver at right frequency to meet national needs

Based on nationally available sources and resources

All forms of work should be measured at some frequency

Major need for support

ILO LFS Methodological Work
ILO LFS methodological work

- Testing to develop evidence-based guidance
- Built on accumulated national experience
- In partnership with NSO & development partners
- Progressive development by topic
  - Own-use production of goods, including subsistence food producers (2014 –ongoing)
  - Volunteer work (2018 - 2021)
  - Own-use provision of services (forthcoming)

Gender relevance of work to date

- The provision of guidance on measurement of different forms of work is of critical gender relevance (SDG 5 and 8 in particular)
Participation in different forms of work by sex – ILO pilot studies

<table>
<thead>
<tr>
<th>Participation Form</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment or Own use Production</td>
<td>94.8</td>
<td>93.4</td>
</tr>
<tr>
<td>Employment</td>
<td>46.5</td>
<td>66.6</td>
</tr>
<tr>
<td>Own use production of goods</td>
<td>50.9</td>
<td>49.0</td>
</tr>
<tr>
<td>Own use provision of services</td>
<td>92.9</td>
<td>82.1</td>
</tr>
</tbody>
</table>

Source: Analysis of 8 countries who tested model 3 questionnaire

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Hours spent in different forms of work by gender and location of residence - ILO Pilot Studies

<table>
<thead>
<tr>
<th>Category</th>
<th>All Males</th>
<th>All Females</th>
<th>Rural Males</th>
<th>Rural Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>41</td>
<td>16</td>
<td>39</td>
<td>33</td>
</tr>
<tr>
<td>Own use production of goods</td>
<td>29</td>
<td>13</td>
<td>41</td>
<td>15</td>
</tr>
<tr>
<td>Own use provision of services</td>
<td>11</td>
<td>17</td>
<td>36</td>
<td>28</td>
</tr>
</tbody>
</table>

Source: Analysis of 8 countries who tested model 3 questionnaire
Other points of note

- Higher performance of simultaneous activities among women
- Very interesting patterns when analysing barriers to labour market engagement (much higher percentage of women reporting family responsibilities as reason for not searching for employment)

Specific points on questionnaire design

Higher requirement for recovery and targeted questions to capture women’s employment

- Contributing family workers
- People with casual jobs
- Co-operators in family businesses

Observed difficulty with reporting of time spent on certain activities (in particular routine provision of services) and simultaneous activities

Need for further study on issues such as methods to measure unpaid household services
Need for additional recovery questions – ILO pilot studies

Table 8. Distribution of employed men and women by question block where they were identified and model approach (%)

<table>
<thead>
<tr>
<th>Employed men (%)</th>
<th>Employed women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>M1</td>
<td>M2</td>
</tr>
<tr>
<td>Core question block</td>
<td>88.2</td>
</tr>
<tr>
<td>Small jobs recovery</td>
<td>4.2</td>
</tr>
<tr>
<td>Family helper recovery</td>
<td>3.3</td>
</tr>
<tr>
<td>Short absence</td>
<td>4.2</td>
</tr>
<tr>
<td>For market block</td>
<td></td>
</tr>
<tr>
<td>Agriculture recovery</td>
<td>2.7</td>
</tr>
<tr>
<td>Final recovery</td>
<td>0.4</td>
</tr>
<tr>
<td>Total pooled cases (n)</td>
<td>822</td>
</tr>
</tbody>
</table>

Participation in decision making in family businesses – ILO pilot studies

Share of CFW who participate in decision-making and work regularly in the family business

[Graph showing participation rates by country and by gender]
Progress to date

• Completed studies with 10 partner countries
• Published reports and first set of LFS tools

Next steps

• Joint-pilot study with WB in Sri Lanka
  • Addition of gender relevant questions – decision making in household farming
• Further reporting from previous pilot studies – gender focussed report
• Work on time use and volunteer work
• Aim – identify measurement approaches which can be incorporated with LFS at different frequencies
  • Modular approach to promote development of efficient system
• Also joint guidance on measurement of concepts through other types of household surveys