



Report I

General report

19th International Conference of Labour Statisticians

Geneva, 2–11 October 2013



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INTERNATIONAL LABOUR ORGANIZATION
Department of Statistics

Report I

General report

Nineteenth International Conference of Labour Statisticians
(Geneva, 2–11 October 2013)

Geneva, 2013

INTERNATIONAL LABOUR OFFICE, GENEVA

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Abbreviations

| | |
|---------------|--|
| ADB | Asian Development Bank |
| ADBI | Asian Development Bank Institute |
| AHSOM | ASEAN Heads of Statistical Offices Meetings |
| AITRS | Arab Institute for Training and Research in Statistics |
| ASEAN | Association of Southeast Asian Nations |
| CES | Conference of European Statisticians |
| CIS | Commonwealth of Independent States |
| CIS-STAT | Interstate Statistical Committee of the Commonwealth of Independent States |
| CPI | consumer price indices |
| DDI | Data Documentation Initiative |
| DIAL | <i>Développement, institutions et mondialisation</i> |
| DIGESTYC | General Directorate for Statistics and Surveys |
| ECOSOC | United Nations Economic and Social Council |
| FAO | Food and Agriculture Organization of the United Nations |
| GSIM | Generic Statistical Information System |
| IADB | Inter-American Development Bank |
| ICLS | International Conference of Labour Statisticians |
| KILM | Key Indicators of the Labour Market |
| ILO | International Labour Office |
| ILO/CINTERFOR | ILO Inter-American Centre for Knowledge Development in Vocational Training |
| ILO/SIALC | ILO Labour Analysis and Information System for Latin America and the Caribbean |
| IPEC | International Programme on the Elimination of Child Labour |
| IRTS | International recommendations for tourism statistics |
| ISCO | International Standard Classification of Occupations |
| IWGPS | Inter-Secretariat Working Group on Price Statistics |

| | |
|-------------|---|
| LABORSTA | ILO Database on Labour Statistics |
| LFS | labour force survey |
| LMIA | labour market information and analysis |
| LMIS | labour market information systems |
| MAP project | Monitoring and assessing progress on decent work project |
| MDGs | Millennium Development Goals |
| NSOs | national statistical offices |
| OECD | Organisation for Economic Co-operation and Development |
| PIPS | Price Index Processor Software |
| RECAP | Reinforcing the capacity to produce and analyse decent work indicators |
| RPPIs | residential property price indices |
| SAARC | South Asian Association for Regional Cooperation |
| SADC | Southern Africa Development Community |
| SDMX | Statistical Data and Metadata eXchange |
| SESRIC | Statistical, Economic and Social Research and Training Centre for Islamic Countries |
| SIMPOC | Statistical Information and Monitoring Programme on Child Labour |
| SNA | System of National Accounts |
| SPC | Secretariat of the Pacific Community |
| UCW | Understanding Children's Work |
| UN DESA | United Nations Department of Economic and Social Affairs |
| UNDG | United Nations Development Group |
| UNECA | United Nations Economic Commission for Africa |
| UNECE | United Nations Economic Commission for Europe |
| UNECLAC | United Nations Economic and Social Commission for Latin America and the Caribbean |
| UNESCAP | United Nations Economic and Social Commission for Asia and the Pacific |

| | |
|---------|--|
| UNESCWA | United Nations Economic and Social Commission for Western Asia |
| UNODC | United Nations Office on Drugs and Crime |
| UNSC | United Nations Statistical Commission |
| UNWTO | United Nations World Tourism Organization |
| WIEGO | Women in Informal Employment, Globalizing and Organizing |

1. Statistical work of the ILO since the 18th International Conference of Labour Statisticians

1.1. Introduction

1. In May 2009, the International Labour Office (ILO) created a new Department of Statistics reporting to the senior management as a clear sign of the increased importance that the Organization's constituents have decided to give to the enhancement of the labour statistics system in the world. Within the limited resources available, the ILO has started a process of reorganization of its four main areas of statistical activity: (i) setting of international statistical standards; (ii) data compilation and dissemination; (iii) technical assistance; and (iv) training and capacity building.
2. In October 2012 a new Director-General took over and, with him, a new administration. From the very start there was a clear intention to strengthen the Organization's knowledge base and enhance labour statistics worldwide, as can be seen from the action taken by the ILO Governing Body. Both during the campaign for his election and in his early statements, the new Director-General placed special emphasis on the need to build the capacities of member States, especially the less developed among them, in order to have more and better information systems in the area of labour and decent work statistics.
3. In his first Programme Guidance Letter on the subject of his Programme and Budget proposal for 2014–15, the Director-General established statistics, research and analytical capacities as top priorities, giving central importance to statistics as a means to helping the ILO to assume its advisory and technical responsibilities to its constituents more effectively. To achieve the objective, an intense reform process has been launched throughout the Office, both at its headquarters and in the field. It is scheduled to be completed by the end of 2013.
4. The urgent need for more and better labour statistics in the world was brought to the fore by the global economic crisis that began in 2007. The serious consequences for labour markets, jobs and livelihoods caused by the sharp downturn in both developed and developing economies have been the focus of attention of governments, international organizations, the G20 and other economic forums worldwide, which have understood that timely and complete information is necessary if such acute problems are to be addressed promptly and efficiently. A number of stimulus packages have been put in place, but these call for an accurate measurement of their impact on the well-being of the target groups. The formulation of effective labour policies and the identification of economic and social objectives are a difficult task without proper data. In its *World Development Report 2013: Jobs*, the World Bank accordingly makes a special plea to fill the major gaps in labour statistics throughout the world, stressing that, at a time when jobs are centre stage, the information on them is scarce and often inadequate and calling for stronger coordination with countries and other partners to enhance and improve their compilation.
5. The ILO has started this process by strengthening the regional presence of labour statisticians in the field to provide technical support to national statistical offices (NSOs) and ministries of labour in defining, compiling and assessing their labour statistics systems. After redefining its compilation activities, the ILO is identifying gaps in the methods and instruments in place in all regions. It has already introduced a system for contacting institutions in the different countries for enhancing their statistical capability by working together. A closer working relationship with the countries has been set as a

priority. The number of regional consultations has increased and the idea of the ILO partnering regional organizations has been revived as a means of identifying needs.

6. Several areas in the ILO's statistical structure have yet to be strengthened, however, in order to keep pace with ILO constituents' increasing needs. In particular, the ILO should strengthen its capacities in such areas as labour migration, rural employment, employment dynamics and establishment surveys. Partnerships with major statistical offices so as to promote North–South and South–South technical cooperation are a vital feature of this process, along with better coordination with donors and other international organizations to ensure that countries are in a position to apply international standards correctly. This should be addressed at the highest level.

1.2. Developments in methods employed for specific labour statistics

(a) Progress in the measurement of employment and unemployment statistics

7. The updating of international standards concerning statistics of the economically active population, employment, unemployment and underemployment called for by the 13th International Conference of Labour Statisticians (ICLS) in 1982¹ was begun by the ILO in 2008 on the recommendation of the programme review conducted by the 18th ICLS, which the United Nations Statistical Commission (UNSC) considered at its 39th Session in the same year.² The 18th ICLS adopted a resolution concerning the development of measures of labour underutilization³ to complement the unemployment rate, and the ILO's future activities include a revision of the Conference's 1982 resolution on the subject.
8. The 2008 programme review was prepared by the United Kingdom's Office for National Statistics at the request of the UNSC, and the priority areas it identified for future work included: (a) the changing structure of the labour force; (b) an updating of the labour statistics framework for addressing the dynamic aspects of labour markets; (c) the interaction between paid and unpaid work; and (d) the interaction between labour statistics and other statistical domains.
9. In its implementation of the ICLS's recommendations, the ILO has organized a number of activities and technical consultation meetings to facilitate the review process: a seminar entitled "Employment and unemployment: Revisiting the relevance and conceptual basis of the statistics", held in parallel with the 18th ICLS in 2008; a technical workshop on measures of labour underutilization in 2009; establishment of a Working Group for the Advancement of Employment and Unemployment Statistics, also in 2009; preparatory meetings of labour statisticians in all major regions of the world in 2012; and reviews of national practices, including the implementation of the current labour force statistical standards in national household surveys and in population and housing censuses.

¹ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normative_instrument/wcms_087481.pdf.

² Decisions of the 39th Session of the United Nations Statistical Commission, available at <http://unstats.un.org/unsd/statcom/doc08/Report-English.pdf>.

³ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/meeting_document/wcms_100955.pdf.

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- 10.** The Working Group for the Advancement of Employment and Unemployment Statistics was set up to serve as the main mechanism for carrying out the review and update of statistical standards. It is composed of labour force statistical experts from NSOs in 40 countries from all major regions, as well as from the United Nations regional economic commissions, Afristat, Eurostat and the Organization for Economic Co-operation and Development (OECD). Its mandate is to advise the ILO on the review process, and consultations with the group have been carried out online and at meetings in 2009, 2011 and 2012.
 - 11.** In preparation for the 19th ICLS since 2009, the ILO embarked upon a broad range of technical consultations that involved all the regions in a discussion of their specificities and the investment of a substantial volume of resources. Five regional preparatory meetings of labour statisticians were thus organized for the Americas, Asia and the Pacific, sub-Saharan Africa, Middle East and North Africa and Europe and Central Asia.
 - 12.** The meetings, which were organized in collaboration with the United Nations regional commissions and other regional partners, were attended by representatives from 100 countries, as well as from the African Development Bank, the African Union, Afristat, the Interstate Statistical Committee of the Commonwealth of Independent States (CIS-STAT), Eurostat, the OECD, the United Nations Economic Commission for Africa (UNECA), the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), the United Nations Economic and Social Commission for Latin America and the Caribbean (UNECLAC), the United Nations Economic and Social Commission for Western Asia (UNESCWA) and the World Bank. The main objectives of the meetings were: (a) to inform participants about preparations for the 19th ICLS; (b) to present current proposals for reviewing and updating the international labour force statistical standard; and (c) to gather feedback and to promote discussion among countries in order to refine the proposals. The meetings were also instrumental in identifying the main labour market issues and policy concerns of each region, with a view to ensuring that the revised standards address them adequately.
 - 13.** In accordance with the ICLS mechanism, the ILO Governing Body convened a Tripartite Meeting of Experts in Labour Statistics on the Advancement of Employment and Unemployment Statistics in January 2013, at which experts discussed the updated draft proposal⁴ and made recommendations for the 19th ICLS.
 - 14.** *The Conference will be asked to evaluate the revised draft standards and make appropriate recommendations concerning its adoption by the ILO Governing Body.*
 - 15.** An important concern throughout the review has been, as far as possible, to ensure the historical continuity of labour force statistics. To this end, the proposals incorporate good practices that have been identified as enhancing the international comparability of the statistics and as addressing certain gaps and concerns with respect to the implementation of the standards. Those elements of current standards that have proved to be sound and essential to guarantee the internal consistency of labour force statistics and their coherence with other statistical domains remain unchanged – notably, the labour force measurement framework based on the activity principle, priority rule, one-hour criterion and short reference period.

⁴ Available at http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/preparatory-meetings/WCMS_175150/lang--en/index.htm.

16. The main revisions to address the priority areas highlighted in the 39th UNSC programme review and at the 18th ICLS are as follows:

- a comprehensive, yet flexible, general framework for work statistics that distinguishes between employment and other forms of work, including production of goods for own final use, provision of services for own final use, and volunteer work;
- a more refined concept and definition of employment that focuses on income-generating work, to serve as the basis for the production of labour force statistics;
- general definitions and operational guidelines for measuring participation in forms of work other than employment;
- operational guidelines for the measurement of employment and unemployment that provide greater detail, build on the experience accumulated by countries in the past 30 years and enhance the international comparability of the statistics;
- general guidance to developing classifications of persons outside the labour force for various purposes, including the assessment of their labour market attachment;
- measures of labour underutilization that focus on problems related to the insufficient absorption of available labour, to be disseminated together with the unemployment rate;
- general guidance to developing a rational programme of work and labour force statistics to meet short- and long-term needs, taking account of national contexts and resources.

17. The proposals are aimed at: (a) meeting the demand for labour force statistics to monitor labour markets, including labour underutilization, as well as to inform employment-promotion, income and other socio-economic policies; (b) shedding light on patterns of participation in forms of work other than income-generating employment, notably in order to track participation in the production of goods for own final use where relevant – or when the measurement of services for own final use or volunteer work is required; (c) facilitating the comprehensive measurement of labour input into all productive activities, and the contribution of different forms of work to economic development, household livelihoods and well-being; (d) improving the integration of labour force statistics with other statistics relating to work and other domains, particularly production statistics; and (e) promoting the development of dynamic measures of labour market in the future.⁵

(b) Millennium Development Goal (MDG) indicators and the post-2015 development agenda

18. Although the targets of the Millennium Declaration were originally set in 2000, it was not until 2005 that the World Summit of the United Nations General Assembly recognized employment and decent work as an international development goal and not until 2006 that an ECOSOC Ministerial Declaration added further indicators to Goal 1 (Eradicate Extreme Poverty and Hunger by 2015), which then entered into effect in 2007. The ILO has been responsible for contributing to the attainment of MDG target 1B (Achieve full and

⁵ For more detailed and complete information on advances in the measurement of employment and unemployment statistics, see Report II of the 19th ICLS.

productive employment and decent work for all, including for women and young people) by monitoring progress in the following indicators:

- 1.4: growth rate of labour productivity.
- 1.5: employment-to-population ratio.
- 1.6: proportion of employed people living below the poverty line.
- 1.7: proportion of own-account and contributing family workers in total employment.

A fifth employment-related indicator falls under MDG Goal 3 (Promote gender equality and empower women):

- 3.2: Share of women in wage employment in the non-agricultural sector.

19. Over the past five years the ILO has done a great deal to strengthen the capacity of national statistical systems to measure these five indicators by organizing regional training workshops and producing guides and manuals, notably a *Guide to the new Millennium Development Goals employment indicators*, including the full decent work indicator set and covering the indicators' definitions, data sources, calculations and analysis.⁶ Between 2009 and 2013 the ILO has organized or contributed to a number of workshops to support country-level analysis of the indicators by highlighting the linkages between the MDG employment indicators and the broader set of decent work indicators.⁷
20. The ILO has been providing global, regional and country estimates, monitoring progress and analyzing trends in the MDG employment indicators. At the same time it has made a significant effort to improve countries' data coverage and periodicity of data and to produce more reliable regional and global estimates. A new methodology for producing such estimates of the working poor has been extended to a full income breakdown of employment, allowing in particular for the analysis of trends in middle-class employment as against employment among the poor and near poor in the developing world.
21. As the 2015 target date for attaining the MDGs approaches, the global community has already embarked on a wide debate on what would be a post-2015 development agenda and how to learn from the present MDG programme and find meaningful ways to set targets and monitor progress after 2015. The first results of the consultations on post-2015 goals launched by the United Nations indicate that job creation is both a pressing need and a top priority in almost all countries and will remain a major challenge well beyond 2015. The ILO is actively involved in this process, which will build on and complement the MDGs. The policy implications suggest that productive employment and decent work for all, including social protection floors, would be explicit global development objectives in the post-2015 agenda. Initiatives along these lines include the UN System Task Team established by the United Nations Secretary-General under the leadership of the United Nations Development Group (UNDG) and its groups responsible for organizing thematic

⁶ Available at http://www.ilo.org/employment/Whatwedo/Publications/WCMS_110511/lang--en/index.htm.

⁷ For English-speaking countries in Africa (Addis Ababa, July 2009); for French-speaking countries in Africa (Dakar, December 2009); for French- and Portuguese-speaking countries in ECOWAS (Burkina Faso, December 2010); for English- and Portuguese-speaking countries in ECOWAS (January 2011); for UNESCWA countries (Beirut, July 2012); for a United Nations Statistical Division regional workshop (Kazakhstan, October 2009); for selected North African countries (Egypt, October 2012); for the countries of the Oceania region (Fiji, November 2012).

and national consultations. Jointly with the United Nations Development Programme, the ILO convened the first thematic consultation in Tokyo in May 2012, on the subject of “growth and employment”.

22. At its November 2012 session, the ILO Governing Body discussed the ways in which the Decent Work Agenda can contribute to the post-2015 development framework.
23. There has been a growing consensus that work on the post-2015 development agenda should be grounded in a critical evaluation of how the MDGs have served as a framework and on the identification of emerging areas, especially in response to current development challenges that include the reduction of inequalities, governance, sustainability, social inclusion (including migrants), social protection, etc. On many of these topics, the ILO is actively engaged in the discussion of measurement and standard setting.
24. The statistical community should in this way be able to provide technical inputs for the formulation of the post-2015 framework – examining data availability, looking into possible data sources, setting definitions and suggesting possible indicators to monitor future progress. The UN System Task Team, coordinated by the United Nations Department of Economic and Social Affairs (UN DESA), was formed in November 2012 to tackle the review of indicators and to coordinate the action taken by international agencies in providing advice on the lessons learned and on the statistical criteria for defining new indicators. The UNSC and other international governmental bodies will be actively involved in the Task Team discussions.
25. The ILO has launched an informal internal group to reflect on the rationale of indicators covering the Decent Work Agenda for future development goals. In particular, the Office has circulated two concept notes ⁸ to raise awareness of the importance of jobs and livelihoods as a core element of the post-2015 development agenda. Particularly important is the second note highlighting the need for priority attention to be given to obtaining better statistics. The quality and availability of data has been an important point in the debate because of their implications for the accountability, transparency and effectiveness of policy-making. Improving the collection and availability of statistics could itself be an important factor in promoting employment creation and improved livelihoods. Upgrading labour force, household and establishment surveys so that they provide more information about the tenure and quality of employment would be a major step in generating knowledge that could feed into policy-making. Setting goals and targets should not be limited by the current availability of indicators. A country-driven process for agreeing on criteria, defining the indicators and producing the necessary statistics should be encouraged and supported by the international community.
26. *Participants in the Conference may wish to reflect on concrete ways of advocating for adequate employment and decent work indicators to be discussed at the national levels through involving labour statisticians in national and international consultations, in order to better reflect the emerging goal on jobs and livelihoods within the post-2015 development agenda in the United Nations.*

⁸ ILO: *Jobs and livelihoods at the heart of the post-2015 development agenda*, Concept Note 1 (2012) on the post-2015 development agenda; and *Jobs and livelihoods in the post-2015 development agenda: Meaningful ways to set target and monitor progress*, Concept Note 2 (2013).

(c) Informal employment and the informal sector

27. Following the endorsement by the 15th ICLS in 1993 of the new framework for measuring the informal sector and the adoption by the 17th ICLS in 2003 of a recommendation extending the statistical concepts to informal employment, the ILO was mandated to prepare a manual of technical guidelines and, in parallel, to enhance the compilation of data on this important aspect of labour statistics, particularly for the developing world.
28. In 2011, with the active collaboration of the global network Women in Informal Employment, Globalizing and Organizing (WIEGO), the ILO launched a database on the informal economy that provided comparable information for some 40 developing countries. The database was the first large-scale compilation to apply the new international statistical standards and it is planned to update it regularly in the future.
29. In 2012, the English version of a manual on the informal sector and informal employment was finalized, *Measuring informality: A statistical manual on the informal sector and informal employment*,⁹ following lengthy consultations in the aftermath of the 2010 technical meeting of the Delhi Group on Informal Sector Statistics. It was prepared by the Department of Statistics in cooperation with national and international experts, members of the Expert Group on Informal Sector Statistics (Delhi Group) and WIEGO and with financial support of the Government of India.
30. The manual is a technical and operational guide aimed at NSOs and other institutions interested in producing statistics of the informal sector and informal employment. It explains in detail the current international standards on the subject, namely, the resolution concerning statistics of employment in the informal sector¹⁰ adopted by the 15th ICLS and the guidelines concerning a statistical definition of informal employment¹¹ endorsed by the 17th ICLS.
31. It also presents best practices in the measurement of these concepts, using three measurement methodologies: (i) household-based surveys; (ii) mixed household and enterprise surveys; and (iii) establishment-based surveys. The manual describes each type of survey (based on case studies) and compares their achievements and limitations. It contains a set of selected survey questionnaires illustrating each methodology for the benefit of countries wishing to start or improve a statistical programme of this kind. Finally, the manual provides guidance on dissemination strategies, the calculation of indicators, the tabulation of statistics and the integration of informal sector statistics in national accounts.
32. In order to strengthen countries' capability to collect information on informality, the ILO is planning not only to organize workshops with partner organizations to provide training and assist countries directly but also to develop post-training materials that will be available on its website. The manual should help countries' measurement of informality to meet international standards and recommendations and to increase opportunities for providing

⁹ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_182300.pdf.

¹⁰ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087484.pdf.

¹¹ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087622.pdf.

technical assistance to countries whose surveys do not yet conform to the recommendations of the 15th and 17th ICLS.

33. *Participants in the Conference are invited to express their views as to: (a) the relevance of the manual on measuring informality in their country; (b) whether they might be interested in participating in workshops and in using online materials; (c) any plans their country has to produce statistics on informality in the near future; (d) whether their country has produced statistics on informality that are not included in the ILO database; and (e) suggestions on possible new topics to be examined by the Delhi Group.*

(d) International Standard Classification of Occupations, 2008 (ISCO-08)

34. Since the current version of the International Standard Classification of Occupations (ISCO-08) was adopted by a Tripartite Meeting of Experts on Labour Statistics in December 2007 and endorsed by the Governing Body in March 2008, the ILO has supported its implementation in various ways, including participation in a web discussion forum hosted by Eurostat and open to all countries, the organization of regional and national training workshops, the provision of direct technical assistance and the development and release of documentation.
35. Volume 1 of ISCO-08, *Structure, group definitions and correspondence tables*, was published in English in May 2012. The detailed definitions of groups included in this publication are based on material released on the ILO website in July 2009. The definitions were updated and clarified in a number of areas in the light of comments received from agencies that used the earlier material to assist in the development and updating of national occupation classifications. Volume 1 also includes methodological notes with advice on the application of ISCO at the national level. French, Spanish and Russian versions of Volume 1 were released in 2013. The *Index of occupational titles* is presented as a separate volume and is being released in several languages during 2013.¹²
36. Many countries have now designed or adapted their national occupation classifications in line with ISCO-08, or have developed correspondence tables that will allow them to report data according to ISCO-08. ISCO-08 has been adopted in all European Union data collections from 2011 onwards.
37. In line with the recommendations of the United Nations Expert Group on international statistical classifications, the ILO has prepared a report (provided as a room document) outlining the case for revising or updating *ISCO-08*. The ILO consulted national experts on occupation classification in early 2013 to ensure that all the problems and concerns encountered in implementing ISCO-08 are identified and taken into consideration.
38. *Participants in the Conference may wish to consider the issues identified in the room document on ISCO and provide advice on whether there is a case for a minor update, to be completed in a period of one to two years and restricted to adjustments at a detailed level to allow separate identification of some occupational groups, or if it is preferable not to update ISCO-08 for the time being and to wait for a more in-depth update after the 20th ICLS.*

¹² Documentation in English, French, Spanish and Russian is available on the ILO website at <http://www.ilo.org/public/english/bureau/stat/isco/isco88/index.htm>.

(e) Wage statistics

39. The elaboration of the *Manual on the measurement of wages* has not advanced as desired since the last ICLS due to resource constraints in the Department of Statistics. It shall eventually provide guidance on the six internationally agreed concepts of income generated through work and the relationships between them and on the methodologies that can be used to measure them. These concepts can be measured through establishment-based surveys which is the preferred approach, through household surveys and through administrative registers. The measurement methodology section of the manual will be prepared in collaboration with NSOs from all regions with experience in the field. In particular, the manual will provide guidance on the measurement of wages through establishment surveys that cover the whole economy, including the informal sector.
40. In order to respond to the request of the 18th ICLS to develop “a harmonized framework for wage statistics” and to work towards general guidelines on questionnaire design, a review of household-based survey¹³ questions on income from employment¹⁴ was carried out in 2010 and 2011 covering household surveys from 113 countries. The review revealed that only 21 surveys did not contain any question on income from employment. It also showed, as expected, that questions on employee income were more common than on self-employment income and that the questions used to measure them generally varied significantly from one survey to another.
41. Information on employee income covering all or some components was collected in 92 household-based surveys. Among the surveys in the sample that did not collect separate data on employee income, most were in advanced countries, in Eastern Europe and in the Commonwealth of Independent States (CIS), where specialized surveys may exist. The employee income data collected differs among the surveys age limits used, coverage of main or all jobs, number and detail of question used, whether gross or net income was sought for, or whether to report income for a day, week, month, year or for a flexible period.
42. Only 34 surveys collected information on income from self-employment. The most frequent approach was to record respondents’ own estimation of profits (half of all surveys examined). In other cases the income components (i.e., sales, costs, etc.) were collected separately. Own final consumption was included in nine surveys. As with employee income, different time units were used in the different surveys for income from self-employment.
43. *Participants in the Conference are invited to express their views as to: (a) how relevant a manual on wage statistics would be in their country; (b) whether the contents as described meet their country’s needs; and (c) whether they might volunteer to work actively and substantively on the preparation of the manual.*

¹³ Including LFSs and household surveys with an employment component, such as integrated household surveys and living standard measurement surveys.

¹⁴ As defined in the resolution concerning household income and expenditure statistics, adopted by the 17th ICLS in 2003.

(f) Child labour statistics

- 44.** The development of methodologies in child labour statistics acquired impetus after the new international guidelines on child labour were adopted by the 18th ICLS in its resolution concerning statistics of child labour. The resolution recommended that the ILO should: (a) give particular attention to the development of concepts and definitions for the worst forms of child labour other than hazardous work as described in paragraphs 17(a)–17(c) of the resolution; and (b) develop guidelines on the treatment of long hours by children in unpaid household services with respect to age and hours thresholds. The resolution also suggested that the ILO should report on the progress to the 19th ICLS. This section is in compliance with that directive.
- 45.** The resolution also noted that standardized statistical concepts and definitions for the worst forms of child labour other than hazardous work are not fully developed and that statistical measurement methods are at an experimental stage. The ILO has accordingly adopted an operational approach to the issue that focuses especially on the statistical survey methodology for the collection of data and the estimation of: (a) commercial sexual exploitation of children; and (b) forced and bonded child labour.
- 46.** Concerning commercial sexual exploitation of children, a series of surveys has been conducted in countries across regions to develop and apply a variety of robust estimation procedures, based on which the ILO has prepared a *Manual on survey methodology of commercial sexual exploitation of children*. As to forced and bonded child labour, the ILO pooled the findings of a series of country surveys in a 2012 publication entitled *Hard to see, harder to count: Survey guidelines to estimate forced labour of adults and children*.¹⁵ Estimation methods regarding child trafficking, which usually entails children being caught up in the worst forms of child labour, are currently being tested. In all cases, the targeted worst form of child labour is identified by filtering responses to questions, since discretion is essential and because certain ethical standards have to be maintained in interviews on these forms of child labour. Overall, while significant progress may be observed in the establishment of standardized statistical concepts, definitions and estimations for the worst forms of child labour other than hazardous work, much methodological development is still needed. That said, progress can only be gradual since the subject matter is highly sensitive in most countries.
- 47.** The purpose of the recommendation in the 18th ICLS resolution that guidelines be developed for the treatment of long hours worked by children in unpaid household services (notably with respect to age and working hour thresholds) was to identify children providing “hazardous” unpaid household services or engaged in “hazardous” household chores, when the general production boundary is used as the measurement framework for child labour statistics. It is important to realize that engagement in household chores can pose a particular threat to a child’s right to education.
- 48.** In compliance with the resolution the ILO’s International Programme on the Elimination of Child Labour (IPEC), in collaboration with Understanding Children’s Work (UCW),¹⁶ has analysed available statistical information in order to develop common statistical criteria for classifying household chores as child labour. Drawing on data on children’s activities obtained in national household surveys across a broad range of developing

¹⁵ Available at http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_182096.pdf.

¹⁶ A joint ILO–UNICEF–World Bank research programme on child labour based at the ILO’s Rome Office.

countries, IPEC has investigated both the characteristics of household chores (i.e., prevalence, tasks, intensity in terms of time spent) and their impact on education and health. The IPEC–UCW study makes the following points:

- (i) There are large variations across countries, though in no country is the proportion of children performing chores lower than 30 per cent. While children’s involvement in chores is *extensive*, it is not generally *intensive* to the same degree for all children.¹⁷
 - (ii) The involvement of female children in household chores is generally more extensive *and* more intensive than that of male children. A larger proportion of girls than boys typically spend more time performing household chores each week, and not considering such chores as child labour might therefore result in girls’ involvement in child labour relative to boys being understated.
 - (iii) Intensive involvement in household chores adversely affects the possibility for children to attend school. Econometric evidence revealed by the IPEC–UCW study indicates that for children in the 7–14 year age group the negative effect on school attendance is small and constant for up to 20 hours weekly in household chores, and starts increasing thereafter. Independent statistical analyses conducted by UNICEF reached similar conclusions with respect to the impact on children’s education of long hours spent on household chores.¹⁸ The 20-hour weekly threshold is a useful guide to identifying household chores that are hazardous in terms of the measurement of child labour. However, determining the working-hour threshold would be complicated for children performing “double duty” (i.e., both household chores and employment), who face tighter time constraints and might therefore be at greater risk of dropping out of the education system.
 - (iv) There is hardly any information outside the industrialized world on the health implications of the performance of household chores by children, or, more specifically, on the link between chores and accidents occurring while performing such tasks. Developing countries where child labour statistics are collected may therefore wish to address this important information gap in their national statistical systems.
- 49.** It is evident from the above that much further work is required on the collection of statistics on children’s activities and their impact as detailed in the foregoing paragraphs. An analysis of the data that takes into account national laws and regulations concerning children’s welfare is also essential, to help prevent unpaid household chores from becoming hazardous.
- 50.** Lastly, it is important that, in the context of unpaid household services (18th ICLS resolution, paragraph 15(c)) the term “hazardous” be understood as having a broader connotation than simply “hazardous economic activity” or the “hazardous work” referred to (paragraph 17(d)) in the context of the ILO’s Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182). While the former might cover a situation (say, household chores in excess of 20 hours weekly) which has negative effects and is unsuitable for a child’s development (in terms of school attendance, for example) and which is identified as involving unacceptable household

¹⁷ See the room document presented to the Conference containing the findings of the IPEC–UCW study.

¹⁸ *Impact of unpaid household services on the measurement of child labour*, UNICEF, 2013 (provisional title, not yet published).

chores and so targeted for elimination, the same situation cannot be described as “hazardous” in the sense of requiring a minimum working age of 18 years under Convention No. 138 or being classified as one of the worst forms of child labour prohibited by Convention No. 182.

51. *In order to avoid any misunderstanding as to the sense of “hazardous” when applied to economic activity and to unpaid household services, participants in the Conference may wish to consider the use of the term “unacceptable” for household chores.*

(g) Forced labour and human trafficking

52. Forced labour is the term used by the international community to denote situations in which the persons involved – women, men and children – are made to work against their free will, coerced or deceived by their recruiter or employer, and kept in a situation of dependence through threats or violence, or by more subtle means such as accumulated debt, retention of identity papers and intimidation. Such situations can amount to trafficking in persons or slavery-like practices, which from the legal standpoint are similar though not identical terms. Most countries outlaw forced labour and related practices in their national legislation, but the majority of victims are never identified and most offenders go unpunished. The development of reliable national, regional and global statistics is therefore of great importance in monitoring the evolution of an exploitative practice that is very common in the informal economy.
53. Until recently the only data available concerned individual victims or perpetrators and were collected by law enforcement authorities and the justice system. Information on the prevalence of forced labour in individual countries based on statistics extrapolated from anonymous population surveys is still lacking, largely because forced labour and trafficking are secret, criminal and hidden practices. It is therefore important to encourage further statistical work to capture the broader dimensions of forced labour (and not only trafficking) “below the tip of the iceberg”.
54. The ILO collaborates closely with the United Nations Office on Drugs and Crime (UNODC) which is the organization responsible for the collection of crime statistics related to trafficking in persons.
55. In the absence of national statistics on forced labour, the ILO has produced global estimates of forced labour using secondary sources of information on reported cases. The first global estimate was published in 2005, followed by a second in 2012. According to the ILO’s most recent count, measured over a period of ten years, there are currently 20.9 million victims of forced labour. The method employed to obtain this estimate is often used to measure hidden populations. Known as “capture-recapture”, its accuracy has in recent years been corroborated by a number of national surveys. “Reported cases” refers to specific instances of forced labour, indicating where and when the activity took place and how many people were involved. All data entries are subject to a rigorous data validation and “matching” process to detect common cases of forced labour recorded in the database. Given the rigorous process of data validation, which involves discarding all cases that do not meet the specified criteria, the global estimate is considered to be conservative.
56. The capture-recapture method cannot be used to generate country statistics or for comparisons with earlier global estimates. Nevertheless, the ILO believes this methodology to be the best possible given the current availability of data on forced labour. As more and better information becomes available, especially through primary surveys conducted at the national level, it will become possible to generate more accurate estimates in the future.

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57. By 2012 the ILO had completed ten quantitative surveys on forced labour at the national level, and more are currently in process. Some of these surveys were national in scope but many were not. Notwithstanding significant differences in the types and mechanisms of forced labour of adults and children, a consistent approach was employed in survey design and implementation. The lessons learned from these quantitative surveys are reflected in the 2012 guidelines referred to previously. The guidelines present an operational definition of forced labour, indicators by which it can be identified, a step-by-step approach to designing and implementing forced labour surveys, sampling techniques, guidance on data analysis and ethical considerations to be observed in the measurement of forced labour.
58. The ILO helps governments to implement such surveys in order to remedy the shortage of solid data on forced labour. Its guidelines are used, for example, to strengthen the capacity of NSOs to develop reliable statistics at the national level, thereby providing a benchmark by which the elimination of forced labour can be measured over time. International guidelines similar to those adopted on child labour need to be developed in order to harmonize the use of concepts, definitions and survey instruments.
59. *Participants in the Conference are invited to express their views on concrete ways of developing international guidelines to harmonize concepts and definitions on forced labour.*

(h) Employment in the tourism industries

60. On the basis of an agreement which set the framework for cooperation, the ILO and the United Nations World Tourism Organization (UNWTO)¹⁹ have continued collaborating in the area of employment and decent work in tourism.
61. The agreement is geared towards: (a) improving the reliability of data on employment in the tourism industries; (b) setting up and testing a core set of decent work statistical indicators for measuring progress towards decent work; and (c) developing international guidelines on best practices for measuring employment.
62. In line with the above, pilot studies have been carried out in Brazil and Indonesia on the measurement of employment in the tourism industries to test the relevance of the United Nations International recommendations for tourism statistics 2008 (IRTS).²⁰ Two comprehensive reports have been produced on the studies.²¹
63. Work has advanced in the preparation of a joint ILO–UNWTO *Technical guide on best practices of measuring employment in the tourism industries* (tentative title). In addition, the ILO Department of Statistics has been collaborating with the UNWTO in the preparation of a compilation guide for Chapter 7 of the IRTS-08: “Employment in the tourism industries”.

¹⁹ The agreement was approved by the ILO Governing Body at its 301st Session (March 2008) and ratified by the General Assembly of the UNWTO.

²⁰ Available at <http://www.un.org/en/development/desa/publications/international-recommendations-for-tourism-statistics-2008.html>.

²¹ *Measuring employment in the tourism industries beyond a tourism satellite account: Case study of Indonesia*; and *Measuring employment in the tourism industries: Case of Brazil* (forthcoming). The Indonesia report had a special chapter on indicators to measure progress on decent work in tourism.

(i) Rural/urban employment statistics

- 64.** The ILO continued its development of data collection methods in the field of rural employment, defining the essential features of national data sets and, in particular, the different determinants used to define “rurality”. The major objective of the ILO’s work is to close the data gap by collecting core labour statistics from ILO member States, classified by rural and urban area.
- 65.** In researching how to define rural areas for statistical measurement purposes, the ILO has collected and inventoried the characteristics of rural labour statistics series and the criteria used for rural–urban classification in countries worldwide.²² This has been done by means of annual questionnaires.
- 66.** The ILO maintains a rural labour statistics dataset covering 80 countries and territories and expects to increase its coverage. Rural labour market indicators and the ILO’s rural analysis of indicators derived from the special dataset (charts, graphics, maps of main world regions and by country) have been released in order to enhance the knowledge base.²³
- 67.** Under its special mandate the ILO continues to update a joint Food and Agriculture Organization of the United Nations (FAO) and ILO website on rural employment focusing on food, agriculture and decent work. However, because rural employment was identified at the 2013 session of the International Labour Conference as an area of critical importance for the ILO, it is expected that work on statistical standard setting and data compilation on rural employment will increase in close collaboration with the FAO and with member States.

(j) Economic characteristics in population censuses, estimates and projections of the economically active population

- 68.** To enhance the quality and consistency of statistics on economic activity collected in population censuses, the ILO has continued to promote actively the joint United Nations Statistics Division/ILO Handbook on measuring the economically active population in the Population Censuses²⁴ by providing countries with technical advice upon request.
- 69.** The ILO completed the sixth edition of the estimates and projections of the economically active population in the world and its main geographical regions in October 2011. First published in 1971, it currently covers 191 countries and territories, with a reference period of 1990–2010 for the estimates and 2011–20 for the projections.
- 70.** Enhanced methodologies have been developed for the sixth edition in order to improve the labour force estimates and projections. Among other important changes, the proportion of

²² The ILO rural synopsis is available at http://www.ilo.org/global/statistics-and-databases/lang--en/docName--WCMS_153115/index.htm.

²³ Available at http://www.ilo.org/global/statistics-and-databases/lang--en/docName--WCMS_153116/index.htm.

²⁴ United Nations, International Labour Organization: *Measuring the economically active in population censuses: A handbook* (New York, 2010), available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_172038.pdf.

imputed values has been reduced since the statistical base was increased, and the historical estimates (1990–2010) are now accompanied by detailed metadata for each data point. The metadata include fields showing the source of collected data, the type of adjustments made to harmonize them when necessary, and the type of imputation method used to fill in the missing data.

71. Projections are based on a wider range of models than in previous editions. Notably, they allow the impact of the current economic crisis on labour force participation to be captured for the countries concerned. The ILO now uses projections by NSOs that have been published recently; this concerns some 12 countries.
72. The ILO has also published a review of literature on the methodologies developed by NSOs and international organizations in order to derive projections of economic active population. This review was the starting point of the revision of the ILO methodology.

(k) Measurement of volunteer work

73. In 2011 the ILO released a *Manual on the measurement of volunteer work* in English, French and Spanish. It provides a definition of volunteer work, a measurement methodology to identify volunteer workers and their characteristics, and an estimation methodology to evaluate their work. The 18th ICLS discussed and approved the draft of the manual in 2008 and it was then prepared for publication by the Johns Hopkins Centre for Civil Society Studies (University of John Hopkins) under the auspices of the ILO, in cooperation with a group of international technical experts and with support from United Nations Volunteers.

(l) Measurement of working time and time-use surveys

74. The international guidelines for the measurement of working time adopted by the 18th ICLS²⁵ contain stipulations for the measurement of working time statistics within and beyond the System of National Accounts (SNA) production boundary and the definition of seven working time concepts and two concepts of working-time arrangements. The former cover the time spent by persons in the production of all goods and services, while the latter describe the characteristics of that working time and the organization and scheduling of work and non-work periods.
75. Building on the 18th ICLS decisions the ILO has done further work on time-use surveys and associated classifications of time-use activities. This work concerns their potential capacity to collect data on the full range of economic activities as well as data on quality of life that time-use diaries could cover in a way labour force surveys (LFSs) and other sources do not. It brings together the specializations of the ILO Department of Statistics and the United Nations Statistics Division to review and develop the time-use classifications so as to capture all activities. A series of training modules on the design and use of such surveys is currently under way.
76. Since working time can be associated with all productive activities it encompasses also the services provided and consumed within households, as well as volunteer service activities. This widens the conventional boundary used for activities included in employment

²⁵ Resolution concerning the measurement of working time, available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_112455.pdf.

statistics based on the 1982 resolution²⁶ which have hitherto been used to calculate labour input for national accounts. However, both components are necessary to describe the world of work comprehensively. In assessing and monitoring labour markets and labour absorption, total labour resources must be recognized and defined that include the important economic contribution to society of work performed inside households and of all volunteer work. The allocation of unpaid household work has an impact on well-being and affects the attainment of decent work. This new international recognition partly also influenced the ILO's revision of the proposals regarding work statistics (see Report II of the 19th ICLS).

(m) Statistics on cooperatives

77. Since 2010 the ILO has been tackling statistics on cooperatives, assessing the current situation as regards the production of national statistics and the potential for their international comparability. Statistics on cooperatives comprise information about their number and characteristics, their membership and the persons employed in them, and the value of their production (including sales, output and costs).
78. Many developed *and* developing countries produce statistics today that cover some or all of the above areas, but they tend to cover only a subset of cooperatives in the country, often only in certain industries. This is because identifying cooperatives is not an easy task. Enterprises may be registered as cooperatives but not function as such, they may function as cooperatives but not be so registered, or they may not be registered at all. Most existing statistics on cooperatives are derived from administrative registers or from surveys or censuses that are themselves based on the lists of government agencies and/or national cooperative organizations. A complete, up-to-date register of cooperatives is difficult to maintain and their statistical coverage therefore tends to be partial and irregular.
79. A room document is presented to this Conference that explores other sources of statistics on cooperatives. These are regular establishment or household surveys that can be used to identify cooperatives and their members at minimal extra cost, as it would entail only the creation of additional categories in existing questionnaires and the inclusion of a few additional questions. Statistics on cooperatives obtained through regular national establishment surveys and/or censuses can potentially have a more global coverage and be less dependent on administrative registers, while statistics obtained through regular household surveys have the potential not only of covering all cooperative members (which no other source is able to do) but of covering even those that are not registered, of describing the demographic and labour characteristics of their members, of showing the relationship between their labour status and membership by type of cooperatives, and of identifying persons who are members of more than one cooperative and thus showing whether this is a common phenomenon.
80. *Participants in the Conference are invited to express their views as to: (a) whether this topic is of interest to their country; (b) whether their country already collects statistics on cooperatives through regular establishment-based surveys or censuses or through household-based surveys; and (c) whether they consider that this topic should be discussed in the future in greater depth with a view to producing internationally comparable statistics.*

²⁶ Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13th ICLS (October 1982), available at http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087481/lang--en/index.htm.

(n) Statistics on social dialogue

- 81.** Data and indicators on trade union membership and coverage of collective agreements, together with other qualitative indicators, are important for monitoring the progress made towards the effective realization of these rights at work. The measurement of social dialogue indicators is also essential for assessing the quality of industrial relations and its impact on employment and working conditions.
- 82.** The 18th ICLS recognized the need for reliable statistics on these two topics, particularly in the light of the development of decent work indicators, and highlighted the problems some countries face in collecting reliable data on conventional social dialogue indicators, especially countries with large informal economies.
- 83.** At its 307th Session in March 2010 the ILO Governing Body, in discussing the follow-up to the Chairperson's summary of the High-level Tripartite Meeting on Collective Bargaining, requested that the Office "develop knowledge of trends and developments, including union/employer density, collective bargaining coverage, collective bargaining structures and best practices".
- 84.** Since then considerable progress has been made in developing social dialogue indicators and collecting data on trade union membership, trade union density and collective bargaining coverage.
- 85.** First, an international statistical inquiry was conducted by the ILO Department of Statistics in 2008–09 in collaboration with the Industrial and Employment Relations Department. The aim of the project was threefold: (a) to assess the degree to which statistics on trade union density and collective bargaining coverage are available and can be used as an indicator of the strength and quality of social dialogue; (b) to use the information to improve the collection and dissemination of such data at both the country and the international level; and (c) to provide the ILO with information that might help it develop international guidelines for the collection of these statistics and so enhance their comparability. Summaries of the main findings of this inquiry, together with definitions of the major social dialogue indicators and a description of the methodology used for collecting the data, were published in a technical brief.²⁷
- 86.** Second, the ILO Department of Statistics compiles and disseminates a database on trade union membership (UNIONS2011), which is regularly updated. The time period has been extended and coverage has been expanded from 49 countries in 2009 to 62 in 2011. At the same time the methodological information about the sources of these statistics has been updated and completed wherever possible.²⁸
- 87.** Third, in order to assist the collection of this data at the country level, the Department of Statistics has published a comparative paper entitled *Collecting information on trade union membership and collective bargaining through LFSs*.²⁹

²⁷ S. Hayter and V. Stoevska: *Social dialogue indicators: International statistical inquiry 2008–09* Technical brief, Industrial and Employment Relations Department/Department of Statistics (Geneva, ILO, 2011).

²⁸ Both documents are available at <http://laborsta.ilo.org/>.

²⁹ Available at <http://laborsta.ilo.org/>.

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88. Fourth, descriptions of the concepts and definitions, measurement objective and rationale, method of computation, sources of data, interpretation and limitations of four statistical indicators related to social dialogue were prepared in 2012 and disseminated in a manual entitled *Decent Work Indicators: Concepts and definitions*.³⁰
 89. Fifth, a paper entitled *Methodological elaboration of social dialogue indicators*, which offers an overview of the ILO's effort to formulate definitions of union density and collective bargaining coverage rates and compares the ILO's methodology to that used by other prominent sources of social dialogue indicators, will soon be finalized by the Industrial and Employment Relations Department and circulated for comment.
 90. Finally, the ILO recently integrated the collection of data on trade union density and collective bargaining coverage into the regular collection and publication programme of the Department of Statistics. The revised questionnaire for the annual indicators was sent to the various countries in December 2011 and was the first time that it included a module on trade union membership and collective bargaining coverage. The collection of this data will enable the ILO to compute indicators regularly on trade union density and collective bargaining coverage.
 91. In spite of all these efforts, however, the collection of data on trade union membership and the coverage of collective agreements are still not straightforward. There are no international guidelines for collecting information on trade union membership and on the coverage of collective agreements. Countries that do collect and report these data do not use a standardized methodology, and the data collected is therefore not comparable from one country to another. Moreover, the legal, regulatory and institutional framework for industrial relations is peculiar to each country, and this hinders further the comparability of the data.
 92. *Participants in the Conference are invited to express their views on the methodologies currently used in their country and on whether they would be willing to be involved in further research towards the preparation of a comprehensive report on the measurement of social dialogue indicators (including trade union membership and collective bargaining coverage).*

(o) Gender mainstreaming in the production of labour statistics

93. Since the adoption of the guidelines for mainstreaming gender in labour statistics by the 17th ICLS in 2003, the ILO has been active in providing direct technical assistance to countries wishing to start their own national programmes, such as the Republic of Moldova, The former Yugoslav Republic of Macedonia and Viet Nam, as well as to the occupied Arab territories, and as part of regional workshops organized by ILO or by other international agencies covering the Arab States, Eastern European countries, Africa and Latin America.
94. The statistics collected by the ILO on employment, unemployment, wages, hours of work by sex, on an annual basis are all useful for understanding the situation of men and women in the labour market, but they are still not enough.
95. As international guidelines suggest, many other statistical areas are highly relevant to gender concerns, including the informal economy, work beyond the SNA production

³⁰ Available at http://www.ilo.org/stat/Publications/WCMS_183859/lang--en/index.htm.

boundary, distribution of hours, etc., as well as the breakdown of data by family composition (i.e. whether there are small children in the household, other persons requiring care, etc.) of which no international compilation exists. The ILO is assessing the feasibility of developing a database on specific topics such as conventional statistics by family composition and other meaningful classifications, but for this to be possible NSOs would need to engage actively in the data production.

96. *Participants in the Conference are invited to express their views as to: (a) whether the development of an international database is of interest to their countries; (b) how relevant family composition is as an explanatory variable and whether their country already cross-classifies labour statistics by family composition; and (c) whether their country produces statistics on other topics that have proved useful for addressing gender concerns.*

(p) Statistics on work-related violence

97. A room document is presented to the Conference that reviews existing definitions and methodologies on work-related violence. Although the topic has received considerable attention from policy-makers because of its direct impact on the quality of work and life and on productivity, it has never been discussed by labour statisticians at the ICLS.
98. Most national and international definitions reviewed in the room document include *acts of violence at the place of work*. An *act of violence* can be understood as any action carried out by a person or group of persons (known as the *perpetrator*), that results in “assaulting, threatening, harming or injuring” another person (known as the *victim*). Acts of violence do not need to be physical only, but can include psychological acts of violence. The *place of work* can be defined in line with existing international standards, as “any location (economic territory, establishment premise, on the street, at home) where the worker carries out the tasks and duties of the job”. Such a definition would cover not only closed and fixed premises, but also open spaces, including all roads travelled for workers who are required to travel for work, of paid and self-employed workers.
99. In addition to the above, some national definitions of work-related violence also include acts of violence that occur *on the way to or from work* (i.e., during commuting time), because they would not have occurred if the person was not employed; and acts of violence that occur *in any random location but whose perpetrator is related to the victim by a work relation*. The key issue for inclusion is the *work relationship of the perpetrator to the victim*, i.e., they should be a supervisor, a colleague or a customer (including clients, patients, students, etc.). The argument for including such violent acts is that it has a direct link with the victim’s work or is a direct consequence of an interaction with persons with whom the victim works. It would include any violent act that occurs in the home of the victim or in a public space, when the perpetrator has a work relationship with the victim, for example, when a colleague or customer physically or psychologically assaults a person because of an event that happened earlier at the workplace.
100. On the other hand, it has also been argued that some violent acts occurring at the place of work may not be work-related, because they are carried out for reasons which are unrelated to work. Such is the case of violence perpetrated by domestic partners, other family members or acquaintances (who are not colleagues, supervisors or customers), even if the violent act happens at the place of work. It could therefore be argued that violence taking place at the workplace should only be included if it is directly related to work, in other words, if the perpetrator is a supervisor, a colleague or a customer.
101. The room document also reviews the various measurement methodologies used. Administrative data are not recommended as they tend to cover only physical acts of violence, and only reported cases, or cases which result in some form of financial

compensation or in time off from work. Establishment-based surveys are able to analyse violent acts within the same economic unit, thus making it possible to draw conclusions of the type of economic units that are prone to work-related violence. The most common sources are household-based surveys, whether general surveys on violence or stand-alone surveys on work-related violence, which have the greatest potential of generating internationally comparable statistics. They are able to obtain information on violent acts directly from the victims and are able to cover incidents that do not lead to work days lost nor are reported to the police.

- 102.** *Participants in the Conference are invited to express their views as to: (a) whether this topic is of interest to their country; (b) whether their country already collects statistics on work-related violence as part of more general or stand-alone surveys of violence; and (c) whether they consider that this topic should be discussed in greater depth in the future with a view to producing internationally comparable statistics on work-related violence.*

(q) *Statistics on sectoral employment*

- 103.** In order to give effect to the Global Jobs Pact adopted by the ILO and the United Nations system in 2009, the ILO Department of Statistics and Department of Sectoral Activities launched a joint initiative geared towards enhancing the Organization's understanding and monitoring of economic sectors. Another objective of the joint initiative is to strengthen the capacity of ILO constituents to access detailed and timely data that is cross-classified by economic activity and by selected dimensions of decent work.

- 104.** As a result of this ongoing collaboration, the ILO's database of short-term indicators has increased the number of countries it covers; it currently contains labour statistics on nearly 70 countries, disaggregated by sex and economic activity (according to ISIC Rev. 4 or ISIC Rev. 3.1), including data on paid and total employment, wages and hours of work. Under the joint initiative, assistance has also been provided in data processing and data collection, so that annual data are consistent across economic activities and countries.

- 105.** In addition, the two departments have worked together on the preparation of country statistical briefs, mostly for G20 meetings. The Department of Statistics also provided support for data collection on employment in sectors not covered by the ILO's conventional procedure, such as the global tobacco sector, the civil aviation industry, etc.

(r) *Consumer price indices*

- 106.** As a focal point for consumer price indices (CPI) within the United Nations system, the ILO continues to: (a) collect and disseminate annual and monthly CPIs for some 200 countries; (b) promote the implementation of the international standards on CPI; and (c) provide technical assistance to member States. In addition to the regular updating of its annual and monthly series, the ILO has, since 2012, been updating the methodological descriptions of national CPI series in cooperation with the FAO. The dissemination of methodological descriptions is planned for 2013.

- 107.** In May 2012, the ILO, in collaboration with the United Nations Economic Commission for Europe (UNECE), organized a meeting of the Group of Experts on Consumer Price Indices in Geneva. The meeting, which was attended by 100 experts, discussed house price indices, systems of price indices, new ways of calculating CPI, scanner data, new price collection methods, quality adjustments for services, and sources of weighting data. The meeting was complemented by a special session on the Price Index Processor Software (PIPS). The next joint meeting on CPI will take place in Geneva in May 2014.

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108. On behalf of the Inter-Secretariat Working Group on Price Statistics (IWGPS), the ILO conducted a special survey in selected countries on the methodologies used in compiling residential property price indices (RPPIs). The methodological descriptions obtained were used as country studies in the *Handbook on residential property price indices*.³¹ The drafting of the handbook was coordinated by the statistical office of the European Union, Eurostat under the joint responsibility of six member organizations of the IWGPS.
 109. The handbook is the first comprehensive overview of conceptual and practical issues related to the compilation of price indexes for residential properties. It provides practical guidance on compiling house price indexes and increasing their international comparability, describes the data needs of users and the methods employed and includes a number of recommendations.
 110. As one of the agencies responsible for coordinating future revisions of the CPI manual, the ILO will continue to maintain the online version³² and the ISWGPS webpage.

(s) *Decent work: Statistical concepts and definitions*

111. Following the Tripartite Meeting of Experts on the Measurement of Decent Work in 2008 and the recommendations of the 18th ICLS, the ILO Department of Statistics has worked in the statistical aspects of decent work. The ILO manual *Decent Work Indicators: Concepts and definitions* cited above is designed to provide a basic understanding of how to define and interpret statistical and legal framework decent work indicators. In particular, it is seen as a pragmatic guidance tool for member States wishing to develop national decent work indicators for analysis and policy purposes. It is also intended to help users of decent work indicators, including ILO constituents, other stakeholders and the public in general, to understand and interpret the concepts and definitions used to construct them.
112. The manual advocates the application of international statistical standards adopted or recommended by the ICLS. By promoting concepts and methods that are both coherent and consistent, it fosters international comparability. Each of its 11 chapters is devoted to a substantive component of the decent work indicator measurement framework, including the socio-economic context for decent work. Statistical indicator sheets provide information on the measurement objective and rationale, method of computation, concepts and definitions, recommended data sources, metadata and disaggregation, and guidelines to interpretation.
113. The manual was coordinated by the ILO Department of Statistics but it has been the joint effort of technical units from most of the ILO's departments. Originally produced in English, it has been translated into French, Russian and Spanish with financial support from the ILO–EU project “Monitoring and assessing progress on decent work”.

(t) *Statistics on labour migration*

114. Improving the information and knowledge base on global trends in labour migration was identified as a priority in the Action Plan for Migrant Workers adopted by the International Labour Conference in 2004 and reaffirmed in the ILO Multilateral Framework on Labour

³¹ Available at http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-12-022/EN/KS-RA-12-022-EN.PDF.

³² Available at <http://www.ilo.org/stat/index.htm>.

Migration (2006). To this end, the ILO supports the collection, compilation and sharing of statistics on labour migration³³ and is providing technical assistance to several countries.

- 115.** In the context of the ILO–EU project “Effective governance of labour migration and its skills dimensions” (2011–12), the ILO Department of Statistics provided technical assistance to the NSOs of the Republic of Moldova and of Ukraine to enable them to introduce specialized modules into their national LFSs so as to produce statistics on international labour migration, including temporary migration. The ILO’s Pretoria Office is partner in a research project focusing on regional labour migration in the Southern Africa Development Community (SADC). The project, which is coordinated by Witwatersrand University (Johannesburg) in collaboration with Statistics South Africa, aims to design a survey instrument/module to complement the quarterly South African LFS so as to show the basic trends in labour migration. Existing data and methodologies have already been assessed. Technical support has also been provided to Malawi and Zambia for the inclusion of a migration module in their household surveys.
- 116.** Several agencies, including Eurostat, Global Migration Group, OECD, International Organization for Migration, Office of the High Commissioner for Human Rights, UNECE and United Nations Conference on Trade and Development, are actively involved in compiling and estimating migration flows and characteristics, using a variety of methods and sources, and are issuing guidelines on how best to do so. The ILO, too, has been compiling information on migrant workers.
- 117.** However, for all these efforts, comprehensive official national statistics on the economically active migrant population are still lacking, as are estimates at the regional and global level. Essential age and sex-disaggregated data on migrant workers (labour market needs, working conditions, wages, migration status, social protection, occupations and skills) remain scant and fragmented. One of the main obstacles to improving the availability of statistics on this topic is the lack of international statistical standards and common methodologies for measuring temporary and short-term international labour migration. The programme review of labour statistics, which was discussed at the 39th Session of the UNSC in February 2008, identified the development of such international standards as a key area of work that would serve to complement the *Recommendations on statistics of international migration* that the United Nations adopted in 1998. Work in this area would fill a major gap in the production of consistent population and labour statistics for informing a coherent labour market and migration policy at a time when national and regional labour markets are becoming increasingly integrated.
- 118.** *Participants in the Conference are invited to express their views as to: (a) whether this topic is of interest or a policy priority in their country; (b) whether they consider that it should be discussed in depth at the next ICLS, with a view to promoting the development of methodologies and common approaches to statistics that can inform labour market and migration policy; and, if so, (c) whether they may volunteer to form part of a working group coordinated by the ILO that would discuss a workplan for defining international standards on labour migration statistics, start its development and present a report to the next ICLS.*

³³ The ILO International Labour Migration Database has been integrated with the ILO Database on Labour Statistics (LABORSTA) and will in future be coordinated by the ILO Department of Statistics.

(u) Quality of employment

- 119.** Quality of employment is an integral part of the decent work paradigm of the ILO, relating as it does to security of job tenure and prospects for career development, working conditions, hours of work, safety and health at the workplace, fair wages and returns to labour, opportunities to develop skills, balancing work and family life, gender equality, job satisfaction and recognition, and social protection.
- 120.** In close collaboration with the UNECE and with the Conference of European Statisticians (CES), the ILO has been contributing to the development of a statistical framework relating to the quality of employment and has been testing statistical indicators for measuring the qualitative aspects of labour, which largely converge with the ILO's concerns in the field of decent work. This work is closely linked to the European Working Conditions Survey, to the Europe 2020 Strategy and to the OECD's work on measuring the progress of societies and the quality of life as part of its follow-up to the Stiglitz-Sen-Fitoussi report.
- 121.** Since 2008 the ILO has actively participated in a Task Force and Steering Committee that were created under the auspices of the CES to work on the framework and indicators for measuring quality of employment and to organize the fifth joint UNECE/ILO/Eurostat meeting on the subject in October 2009. The framework was implemented by at least nine countries by the end of the task force's mandate and was duly discussed at the 2009 meeting. The objective of the 2009 Steering Committee was to organize the sixth joint meeting which was held in 2011 to discuss any issues that had emerged from the conceptual framework, such as the provision of advice to countries on its implementation at the national level.
- 122.** Established in February 2012, the Expert Group on Measuring the Quality of Employment also works within the framework of the CES. The ILO has been serving on the Steering Committee and has been actively involved in providing technical expertise, based particularly on experience gained from preparing the manual on decent work indicators. The Expert Group's main objectives are to review and revise the conceptual structure of measuring quality of employment as outlined in the *Report on Potential Indicators for Measurement of Quality of Employment* published by the Statistical Division of the UNECE, to revise the set of indicators of quality of employment in order to reflect the issues raised at the 58th Plenary Session of the CES, as well as in country reports and related feedback, and to develop operational definitions and computation guidelines for quality of employment indicators.

1.3. Data collection, estimation and dissemination

(a) Data collection – General

- 123.** The economic recession in 2007 and its appalling impact on the world of work triggered a sharp increase in the demand for more up-to-date labour statistics data worldwide. As was recently highlighted by the World Bank in its *World Development Report 2013: Jobs*, there are huge gaps in this area in many regions. The ILO's Constitution (article 10.1) requires it to collect and distribute "information on all subjects relating to the international adjustment of conditions of individual life and labour", and it has been doing so since its creation in 1919. The Office's administration has shown a special interest in compiling all available data on labour and decent work and helping countries to boost their own information systems, while trying to avoid overburdening their data reporting system and resorting increasingly to automatic data capture.

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- 124.** Historically, the main vehicles for collecting statistics on labour topics have been the annual questionnaires for the *Yearbook of Labour Statistics* and the *ILO October Inquiry*. In addition to the questionnaires it sends to countries' ministries responsible for labour issues and statistical offices, the ILO has gleaned statistics from their official publications and, increasingly, their statistical websites. The Department of Statistics also collects and disseminates methodological information relating to the production of these statistics (metadata). All the information collected by the Department is stored in a series of databases that are used for printed and electronic publications, for data analysis and for responding to users' requests for statistics and methodological information on national statistical practices.
- 125.** A major effort has been made to improve the quality of these statistics while reducing the reporting burden on national statistical bodies. This includes collaboration with Eurostat and with individual European countries on common variables, with the United Nations Statistics Division on statistics on the economically active population, and with the OECD on public sector employment data and short-term indicators, in addition to increased use of electronic questionnaires. The Department of Statistics also plans to collect and disseminate information more rapidly by using the Statistical Data and Metadata eXchange (SDMX).

(b) Review of the ILO October Inquiry

- 126.** Pursuant to recommendations of the 18th ICLS, the ILO has undertaken a careful evaluation of the ILO October Inquiry data collection and publication in order to ensure that its collection of global data on employment, wages and working time (and disaggregation by occupation and/or economic activity group) is conducted in a more uniform manner. The declining response rate to the cumbersome Inquiry survey among national statistics producers, the outdated categories of occupations and industries and with the users' view that the data were not useful for cross-country comparisons because the variables were not standardized led to the launch in June 2010 of a first ILO expert consultation survey on wages and earnings, hours of work and employment, in a bid to reach consensus among key data users, producers and ILO constituents on a set of standardized variables and on key occupation and economic activity groups.
- 127.** In April 2011 the ILO sent a follow-up survey to the experts to validate the results of the first round and to refine further the key variables used in the annual data collection. The ILO has taken into consideration the consensus reached from the two expert surveys, as well as the need to streamline ILO data collections so that they reflect annual averages, and has incorporated the survey results into its yearly questionnaire on indicators. The ILO October Inquiry is therefore no longer published as such; instead, a more standardized set of data on employment, wages and working time by occupation and/or economic activity group has since 2009 been available in the new ILOSTAT database.

(c) New annual ILO questionnaire

- 128.** The yearly data collection and the *Yearbook of Labour Statistics* were temporarily discontinued in 2010 to allow a thorough review of the topics and methods of ILO data collection, as well as of the annual questionnaire sent to the ILO member States.
- 129.** A new yearly indicators inquiry was introduced to cover many standard labour market variables from the previous questionnaire as well as a broader set of statistical decent work variables reflecting some of those proposed in 2008 by the *Tripartite Meeting of Experts on the Measurement of Decent Work* and presented to the 18th ICLS.

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- 130.** Another major objective of the questionnaire was to achieve greater harmonization of the targeted variables in terms of concepts, time reference units, central tendency measures, etc. Considerable effort went into standardizing the metadata variables in order to present more streamlined and comparable data, while the new questionnaire still allowed for open notes to highlight specific considerations. Given the latest developments in economic activity and occupation groups in the labour market, changes were also made in the questionnaire to capture more relevant and more detailed information reflecting the current availability of data and users' needs.
- 131.** The new questionnaire includes around 85 indicators clustered around 17 topics ranging from such traditional areas as the economically active population, working time, earnings, occupational injuries and strikes and lockouts to new areas that include discouraged workers, employment-related income, working poverty, labour inspection, trade union membership and collective bargaining. It was sent to national statistics offices and ministries of labour worldwide at the end of 2011 with a request for annual data for 2009 and 2010. These data were uploaded to the new ILOSTAT statistics database during the last quarter of 2012.
- 132.** With the launch in the second quarter of 2013 of the next questionnaire requesting data for 2011 and 2012, the normal yearly compilation will resume as from 2014. Some changes have been made to fine-tune the content and presentation. Data received are being processed and incorporated in ILOSTAT in order to reduce the lag between the reference year and dissemination.

**(d) *Dissemination of data by the ILO
Department of Statistics***

- 133.** The databases and dissemination applications on the Department of Statistics' website were reviewed and restructured in 2011 in line with the anticipated changes in data collection methods. ILOSTAT's new relational database, which is interactive and user-friendly and offers annual time series data and up-to-date information on decent work statistics, was launched in December 2012.
- 134.** ILOSTAT has been designed in accordance with the Generic Statistical Information System (GSIM) and SDMX content-oriented guidelines so as to provide statisticians with a common language. This has fostered collaboration with other organizations and reduced the burden for user countries. Some 60 per cent of the variables requested by the ILO are being retrieved under an agreement with Eurostat for example. Another improvement is the adoption of the Data Documentation Initiative (DDI) metadata standard for LFSs carried out jointly with the World Bank. It is expected that the Sources and Methods labour statistics series will be fully integrated in ILOSTAT so as to be compatible with the DDI 2.x version and allow the incorporation of existing metadata. All this will provide new tools that lessen duplication and overlaps with other organizations collecting similar data. Support to countries in developing data repositories for their own purposes will help this process, and the ILO has been working with some NSOs towards this goal.
- 135.** Historical data and metadata, which are still available on the previous LABORSTA database, are gradually incorporated into ILOSTAT, thus giving users access to a broad range of data and the possibility to view and download information free of charge. The associated national meta-information for each series is also available online. The website uses the ILO's three official languages, English, French and Spanish.
- 136.** LABORSTA was maintained and updated on a weekly basis up to the end of 2012. Although the site remains available, it is no longer being maintained or updated.

137. In line with the collection of new statistical material, the entire programme of dissemination through printed publications and CD-ROMs will be revised and enhanced. The main dissemination tool in the ILO will be ILOSTAT, which will eventually host all ILO's existing time series databases.

138. There is a strong commitment in the ILO to start the collection and dissemination of data through SDMX, in order to give users and data providers the possibility of interchanging data electronically. The ILO is accordingly investing resources to prepare the platform for working actively with countries in order to lower the reporting burden and shorten the period of dissemination. Other means of data dissemination such as mobile applications and the integration of selected indicators in public data repositories (for example, Google Public Data) are also planned.

(e) Short-term indicators

139. Following the rapid deterioration of the labour market situation in many countries as a result of the 2007 financial crisis, the ILO began in December 2008 to publish selected statistics on employment, unemployment, wages, working time and consumer prices at the country level and on a monthly or quarterly basis. The indicators have been selected for their ability to reflect recent and short-term changes. In addition, aggregate global estimates are available that are based on real data from reporting countries, as well as aggregate estimates for groupings of developed and developing countries. Data can be accessed by topic and by country, and seasonally adjusted data are available for key short-term labour market variables and indicators so as to allow users to analyse period-to-period changes more easily. In countries where no seasonal adjustment methods are applied nationally and where the time series are long enough, the ILO has carried out the seasonal adjustment and also provided the tools and technical support for countries interested in applying the method to do so themselves.

140. The database comprises monthly, quarterly and annual data for about 100 countries and territories and is updated and disseminated each month in the form of Excel files, previously in LABORSTA and more recently in ILOSTAT.

(f) Public sector employment database

141. The experimental collection of statistics on public sector employment in 1999, 2000 and 2001, covering the years 1985, 1990 and 1995–2000 respectively, has been very successful and provided valuable information for users both within and outside the ILO. The Department of Statistics has therefore included this topic among its regular data collection activities. Since 2005 the database on public sector employment has been updated twice a year. Though currently disseminated in LABORSTA, it will be soon integrated into ILOSTAT. The database contains statistics on public employment for more than 140 countries and territories, by sex, sectors and sub-sectors of national accounts and by economic activity. Depending on the country, the statistics are available for 1985, 1990 and 1995, and annually for 1996–2011.

142. In 2010 the ILO and OECD combined their efforts on a common work programme to make the data collected entirely consistent with national accounts. On the basis of available information, the two organizations reviewed and revised the data collection questionnaire, which was sent out to all their members in June 2011. In 2012 the ILO collected data specifically for OECD countries so that the organization's publication *Government at a Glance 2013* could include the latest public sector employment data.

(g) Informal employment and employment in the informal sector

- 143.** A new database with statistics on both informal employment and informal sector employment was created and the data disseminated by the ILO Department of Statistics in 2011 in collaboration with WIEGO.³⁴
- 144.** The database contains official national statistics on employment in the informal economy and covers 47 countries, all of them developing or transition countries. The statistics were compiled from a variety of sources: (a) responses to the questionnaire sent by the ILO Department of Statistics requesting data and metadata; (b) special tabulations of national survey data accessible to the ILO and to WIEGO, including the household survey micro-data base hosted in the ILO/SIALC for Latin American countries; and (c) extracts from relevant national survey reports, etc. Notably, the primary data sources were in most cases national LFSs, informal sector surveys and living standards measurement surveys. In some cases other household-base surveys were used.
- 145.** In June 2011 a special publication entitled *Statistical update on employment in the informal economy* was issued on the occasion of the 100th Session of the International Labour Conference. Both the database and the publication were updated in 2012.
- 146.** Given the importance of informality in developing countries and the recent publication of the statistical manual on measuring informality, the ILO intends to incorporate updates in its new database on a continuous basis, as part of its regular compilation activities.
- 147.** A report entitled *Women and men in the informal economy: A statistical picture*, a joint effort of WIEGO and the ILO's Department of Employment and Department of Statistics, is under completion. Using all available data, the main purpose of the statistics and indicators presented is to provide a statistical picture of the informal economy worldwide so as to give a wide range of users a better understanding of the size, components and characteristics of the informal economy.

(h) Sources and methods: Labour statistics

- 148.** The Department of Statistics has been publishing the series *Sources and Methods: Labour Statistics* (previously known as *Statistical Sources and Methods*) since 1980, containing detailed information on the coverage, definitions, computation methods and other characteristics and metadata of the published statistical series. The series not only provides useful information for assessing the published statistics, especially in terms of comparability, but is also a rich source of material for developing international standards and for other methodological work. Moreover, it gives an overview of national practices which may be useful for countries wishing to start their own data production. Ten volumes have so far been produced in the series.
- 149.** Volume 2 of the series, *Employment, wages, hours of work and labour cost (Establishment surveys)*, containing methodological information on establishment surveys around the world, was updated in 2012 as the starting point for revising the technical advice and support provided to countries to facilitate the production of better-quality labour statistics. In total 172 surveys were covered in 84 countries. The completed questionnaires, the methodological information and the summary findings can be viewed in an online database, so as to facilitate consultation on the frequency and coverage of establishment

³⁴ Available at http://laborsta.ilo.org/informal_economy_E.html.

surveys around the world and the analysis of differences in definitions, reference periods and sampling.

150. *Sources and Methods: Labour Statistics: Volume 3* presents a methodological description of statistics of employment, unemployment, underemployment, hours of work, etc., derived from labour force and household surveys.³⁵
151. Volume 1 of *Sources and Methods: Labour Statistics* focusing on CPI and Volume 4 on administrative records, are both scheduled to be updated by the end of 2013.
152. It is important to have a system for updating these volumes frequently, and this can be very costly in terms of resources and the burden it imposes on countries. That is why the ILO is moving towards the adoption of DDI, so as to have an abridged version of the metadata that is continuously updated along with the data itself, thus giving users a better idea of what the data represent and of their outreach and limitations.

(i) Key Indicators of the Labour Market (KILM)

153. The KILM is a multifunctional research tool offered by the ILO Department of Employment to make labour market information and analysis (LMIA) easily accessible. It contains a core set of 18 labour market indicators and an accompanying trend analysis that together provide a framework for monitoring various facets of the world of work. The first KILM was released in 1999 and is widely used as a reference for labour information.
154. Two editions of the KILM have been released by the ILO since the 18th ICLS, the sixth in the series in October 2009 and the seventh in November 2011. It comprises several improvements: (i) in order to facilitate the study of the challenges facing young people, additional employment (including part-time employment) indicators are now disaggregated by age (KILM 6), by hours worked per week (KILM 7a), by long-term unemployment (KILM 11), by time-related underemployment (KILM 12) and by working poverty (KILM 18b); (ii) employment by occupation has been added as a new indicator (KILM 5) and the previous manufacturing wage indices have been replaced by a broader and more consistent average monthly wages indicator (KILM 15); (iii) the measurement of informal employment was added to employment in the informal economy (KILM 8); and (iv) the timeliness and coverage of certain indicators have been improved with the addition of alternative data sources, including primary sources.
155. Finally, the interactive KILM software and online KILMnet have been enhanced with additional functionality. With the seventh edition users can now access ILO global and regional aggregates of selected key labour market indicators directly from the KILM software and Internet database.

(j) Child labour

156. The ILO has encouraged the development of accurate quantitative and qualitative data on child labour that is gender sensitive. With the rapid rise in the number of ratifications of the Worst Forms of Child Labour Convention, 1999 (No. 182), the demand for ILO technical support has greatly increased, since, for ratifying countries data collection is one of the first steps in complying with the requirement to withdraw and rehabilitate victims of child labour and prevent other children from becoming victims.

³⁵ Updated methodological descriptions of over 170 labour force or other household-based surveys from some 160 countries are available at http://laborsta.ilo.org/applv8/data/SSM3_NEW/E/SSM3.html.

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- 157.** Child labour data collection activities and methodology development is implemented within the ILO by the Statistical Information and Monitoring Programme on Child Labour (SIMPOC), which is a unit of IPEC. SIMPOC has an extensive global programme of technical assistance to national child labour surveys in countries and across all regions, often with accompanying financial support.
- 158.** The SIMPOC website contains a wealth of statistical tools, data and reports on child labour, including:
- specific questionnaires for child labour surveys;
 - manuals and training kits on how to collect data on child labour in households, at schools and at the workplace;
 - guidance on processing and analyzing data on child labour;
 - micro datasets and survey reports on child labour from around the world;
 - research on critical issues with respect to statistics on child labour.
- 159.** The ILO's data archive on child labour is the largest micro-data repository on the subject and is regularly updated. It provides micro-data, metadata, survey questionnaires and national reports from ILO supported national child labour surveys and is available to researchers online.³⁶
- 160.** A database system on child labour hosted by the ILO called *CLInfo*³⁷ helps to organize and present a set of standardized indicators on child labour and other children. Available online since October 2009, *CLInfo* is expanding access to and use of child labour data from ILO supported surveys, as well as raising awareness and assisting informed policy-making. Twenty countries are currently included, but given the importance of this tool the country coverage is periodically updated.
- 161.** Child labour data are also disseminated through the UCW website,³⁸ where users have access to a wide array of indicators on child labour, schooling and related indicators organized by country, topic and year. The statistics are based on the ILO's nationally representative household-survey datasets supplemented by others, notably UNICEF and the World Bank datasets.

(k) School-to-work transition surveys

- 162.** The school-to-work transition survey (SWTS) is a survey instrument that generates labour market information on young people between 15 and 29 years of age, including longitudinal information on transition within the labour market. The SWTS is thus an important tool for demonstrating the increasingly tentative and indirect paths that today's young men and women often take to decent and productive employment.
- 163.** Through a recent partnership with the MasterCard Foundation, the *ILO Work for Youth Programme* is supporting the implementation and analysis of the SWTS in 28 countries in

³⁶ Available at <http://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/lang--en/index.htm>.

³⁷ An updated version of CLInfo is available at http://www.devinfo.info/cl_info/.

³⁸ Available at <http://www.ucw-project.org/Pages/ChildLabIndicator.aspx>.

five regions. The primary purpose of the SWTS programme is to expand the knowledge base on youth employment at the country level, to provide a solid basis for the formulation of youth employment policy interventions and to allocate public resources to address the needs of the most vulnerable groups of the young population. The first round of surveys is being implemented in 2012–13 and a second round is scheduled for 2014–15. Data will be disseminated in a publication series as well as through a global database of youth labour market statistics.

(I) Collection of data on social security

- 164.** The ILO Social Security Inquiry collects statistics on social security expenditure, financing, coverage and benefit levels from both the developed and the developing world. Its revised methodological approach to social protection revenue and expenditure statistics is as far as possible compatible with the SNA, with Eurostat's European system of integrated social protection statistics (ESSPROS), with the OECD Social Expenditure Database (SOCX) database and with the IMF's *Government finance statistics manual 2001*. In addition, it collects data on protected persons, beneficiaries and benefit levels and includes inventories of social security schemes and benefits for each country in the database.
- 165.** Expenditure, financing and coverage data are collected at the level of individual social security schemes, often directly from the institutions that administer them, since in several countries neither the statistical office nor any other government agency compiles social security data from all the institutions administering social security schemes. In order to include data from external compatible databases (such as the OECD SOCX), the ILO's database contains an online data entry module that can be used both by institutions administering social security and by automatic import utilities.
- 166.** A limited and regularly updated set of indicators (including the main decent work indicators) on social security expenditure and coverage is available for more than 100 countries from 2000 to the latest year available. Updated data and indicators covering both expenditure and coverage were published in the first and second editions of the ILO's *World Social Security Report* for 2010–11 and 2012–13. These are the first in a series of reports and are intended to help monitor the global progress on social security coverage and thus support the ILO's campaign to extend coverage and implement national social protection floors.
- 167.** In Part IV (monitoring) of the ILO's Social Protection Floors Recommendation, 2012 (No. 202),³⁹ countries are explicitly encouraged to produce and publish data and information on their social security systems regularly, in sufficient detail and disaggregated. The Recommendation advocates taking into consideration the guidance provided by the ILO, and in particular the resolution concerning the development of social security statistics adopted by the Ninth ICLS.
- 168.** Although this resolution was adopted over half a century ago, many countries do not yet produce, collect and publish the complete social security statistics it recommends. As a result, the availability of internationally comparable data is limited and there is still no commonly accepted standard in this respect. This issue was discussed at the 17th ICLS.

³⁹ Available at http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meeting_document/wcms_183326.pdf.

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- 169.** In order to enable the monitoring of national social protection systems and achieve commonly agreed international frameworks for social security statistics, the ILO, in cooperation with the World Bank and other international institutions and agencies, has developed proposals for intensified inter-agency cooperation aimed at: (a) further standardizing the statistical measurement of social security expenditure, coverage and impact on household incomes; (b) harmonizing existing international databases and data collection efforts; and (c) intensifying cooperation among development partners in providing support to countries wishing to enhance their statistical capacity.
- 170.** The objective is to promote data quality, increase institutional efficiency, avoid unnecessary duplication and develop a consistent statistical picture of social protection across countries. This could result in the development of new or revised international standards on social security and social protection statistics as called for in the resolution concerning the development of social security statistics adopted by the Ninth ICLS in 1957.
- 171.** Over the past several years the ILO has cooperated with the OECD and the Asian Development Bank (ADB) in enhancing the collection of social protection statistics in ADB member countries within the framework of the Bank's Social Protection Index.
- 172.** The ILO is developing a module with a limited number of questions on social protection to be integrated into regular household surveys. A prototype module has been implemented in selected Asian countries in cooperation with the OECD and ADB, and further developments are expected in cooperation with the World Bank.

(m) Wages database

- 173.** The wage database used for the ILO's *Global Wage Report 2012–13* has been expanded to cover the mean nominal monthly earnings of employees in 109 countries, the mean nominal monthly earnings of employees by sex in 68 countries, and the decile 9-to-decile 1 ratio in 45 countries. An assessment has been carried out on the possibility of integrating this wage database (previously available as an electronic appendix to the *Global Wage Report*) into ILOSTAT.

1.4. Technical assistance and capacity building in labour statistics

(a) Introduction

- 174.** One of the main mandates of the ILO Department of Statistics is to provide technical assistance in labour and decent work statistics to countries and to workers' and employers' organizations. This is crucial for ensuring that international standards are being correctly applied worldwide and to help countries fill the gaps in their data on labour markets.
- 175.** The assistance is being provided increasingly through a network of labour statisticians based in regional offices and is geared towards enhancing and reinforcing the statistical infrastructure of NSOs, labour ministries and employers' and workers' organizations. The Department of Statistics' expertise in the area of technical assistance is currently strengthened by the presence of labour statisticians based in Bangkok, Dakar, Lima and Pretoria, and it is also planned to base experts in Addis Ababa and Beirut.
- 176.** Recent technical assistance has concentrated mainly on the following priority areas identified by countries: (a) preparations for, and refinement of, LFSs and surveys of

household income and expenditure and other household surveys; (b) use of establishment surveys to collect statistics on wages and labour cost and on migrant workers; (c) development of national classifications of occupations based on ISCO-08; (d) measurement of employment in the informal sector; (e) compilation of labour statistics from administrative records (from labour inspectorates, for example); (f) development of labour-market information systems; (g) development of statistics on union density or collective bargain statistics, as well as on occupational injuries; (h) revision of CPI; and (i) collection of child labour statistics.

177. Technical assistance activities have been carried out mainly through: (a) technical advisory missions to countries, upon request; (b) national and international seminars and workshops; (c) backstopping of donor-funded labour statistics projects; (d) training courses in labour statistics; and (e) dissemination of ILO recommendations on labour statistics, manuals, training materials and other technical documents.

178. In January 2013, the ILO established the Working Group for Labour Statistics in order to address the following specific objectives: (a) assist the ILO Department of Statistics in specific areas of activity identified by the ICLS; (b) assist the ILO Department of Statistics in other areas related to labour statistics by providing guidance, as necessary; and (c) identify and discuss emerging issues in labour statistics and/or the implementation of international standards and develop possible approaches to their resolution. Although the working group was originally meant to focus on ICLS discussions, its mandate has been extended to advise the ILO in all matters related to labour statistics, including the strengthening of South–South cooperation and the active involvement of the network of labour statisticians around the globe in providing support to the least developed countries. This group of experts, which the ILO hopes will play a catalytic role in the advancement of labour statistics, is open for participation and can be accessed on the ILO’s website.⁴⁰

(b) Technical assistance

Global

179. Between 2009 and 2013, the ILO carried out technical advisory missions to many countries, among them Albania, Angola, Argentina, Brunei Darussalam, Brazil, Cambodia, Chile, Costa Rica, Dominican Republic, Ecuador, El Salvador, Ethiopia, Guatemala, Honduras, Jamaica, Jordan, Lebanon, Liberia, Kyrgyzstan, Madagascar, Malawi, Mali, Republic of Moldova, Mongolia, Mozambique, Namibia, Nicaragua, Paraguay, Rwanda, Saudi Arabia, Qatar, Seychelles, Timor-Leste, Togo, Tunisia, South Africa, Saint Lucia, Trinidad and Tobago, Ukraine, Uganda, United Arab Emirates, United Republic of Tanzania, Uruguay, Bolivarian Republic of Venezuela, Yemen and Zambia. The main issues covered were concepts and definitions, design of survey questionnaires and effective implementation of labour market information systems (LMIS). Comprehensive technical assistance was provided to Ethiopia, Republic of Moldova, Namibia and Zambia relating to the collection of data on decent work indicators through an LFS questionnaire or an attached module on decent work. Technical advisory missions were carried out in the Republic of Moldova relating to CPI, wage statistics and measurement of economic activity in the population census. A technical advisory mission was fielded to Namibia on the implementation of ISCO-08, and a special advisory mission went to Mongolia to compare and reconcile the 2010 population census economic activity counts and the 2010 LFS estimates.

⁴⁰ <http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/lang--en/index.htm>.

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- 180.** ILO–SIMPOC has continued its technical assistance to national child labour surveys in countries across all regions, often with accompanying financial support.
- 181.** The Department of Statistics continues to participate in international and regional seminars and meetings on labour statistics, at both the global and the regional levels.

Africa

- 182.** ILO technical assistance and recommendations were provided to establish and enhance national statistical systems so as to include the regular gathering of labour statistics and to strengthen the technical capacity of national data producers and users in eastern and southern Africa and across the African region. Assistance was mainly in the form of fact-finding and technical advisory missions, consultations through electronic media, subregional workshops and training seminars, national seminars for data producers and users and the dissemination of technical material and guidelines.
- 183.** Between March 2009 and February 2012, more than 52 technical advisory missions were carried out in 18 African countries (Botswana, Burkina Faso, Cameroon, Ethiopia, Kenya, Lesotho, Malawi, Mali, Mauritius, Mozambique, Namibia, Senegal, Seychelles, South Africa, Uganda, United Republic of Tanzania, Zambia and Zimbabwe), as well in the Economic Community of West African States (ECOWAS), the East African Community (EAC), the SADC and the West African Economic Monetary Union (UEMOA).
- 184.** Technical support was provided for the regular collection of labour market data covering all dimensions of the Decent Work Agenda, including MDG indicators. Overall, 22 African countries were supported in the processing of decent work indicators. Activities included the preparation of concept notes and proposals, the design of methodology, questionnaires and manuals and data analysis for LFSs, child labour surveys and establishment surveys, and the drafting of seven decent work country profiles.
- 185.** Seven countries (Ethiopia, Lesotho, Mozambique, Namibia, Seychelles, Uganda, United Republic of Tanzania) received support in the development, implementation, assessment and upgrading of their national LMIS.
- 186.** The ILO strengthened its relations with regional development partners by providing technical support in a variety of areas during 2009–13:
- As a member of the Steering Committee of the African Union Commission project for harmonizing and coordinating LMIS in the African Union, the ILO supported the Commission's efforts to develop its project action plan, whose implementation led to the definition of a minimum list of labour market and vocational training indicators and the development of harmonized household-based and establishment-based questionnaires. With ILO support, specialists from some 30 countries have been trained in mastering these tools.
 - The ILO strengthened its working relationship with the Economic and Statistical Observatory for sub-Saharan Africa (AFRISTAT) in order to help countries develop their statistical systems.
 - It assisted the Inter-African Association for the Prevention of Occupational Risks (IAPRP), a group working in francophone sub-Saharan Africa, in designing a template for a regional occupational health and safety directory and in improving the efficiency of the Subregional Observatory on Industrial Accidents and Diseases (OSRATMP).

- It collaborated with the African Centre for Statistics of the UNECA, which helps African countries to formulate national strategies for statistical development, particularly in the context of regional meetings and the harmonization of LMIS in Africa.
- It supported regional and subregional progress on labour market estimates and annual or regular reports on trends in decent work, for use by the ILO, its constituents and its international and national partners. As a follow-up to the processing of decent work indicators in 22 African countries, support was also provided for the preparation of the first report on the subject for Africa in 2012.⁴¹
- The ILO cooperated with the African Development Bank (AfDB), which provided financial support for the organization of meetings and regional and subregional development activities addressing labour statistics in Africa.
- It provided assistance to the East African Community Secretariat and Partner States (Burundi, Kenya, Rwanda, Uganda and United Republic of Tanzania) in conducting a LFS.
- It helped the West African Economic and Monetary Union (Benin, Burkina Faso, Côte d'Ivoire, Guinea Bissau, Mali, Niger, Senegal and Togo) to establish the subregional observatory of employment and training, to create a subregional database on decent work indicators and to develop an application for the database's management.

Arab States

- 187.** The research component of the regional initiative on gender equality and workers' rights in the informal economies of Arab States (a project initiated by the ILO and the Centre of Arab Women for Training and Research (CAWTAR) in 2007–08) began work on filling the gaps in the region's statistical knowledge and extending social protection to informal workers. Key research and references were generated to influence the thinking within governments, workers' and employers' organizations, research institutions and international agencies working in the Arab States. The project was instrumental in promoting the use of sex-disaggregated data and the inclusion of gender-responsive indicators in household and LFSs (inclusive of discouraged workers, home-based workers, domestic workers and unpaid workers) in order to permit a better understanding of the nuances in the high rates of economic inactivity among women in the region.
- 188.** As a follow-up to the project, the ILO's Regional Office and the Department of Statistics collaborated with UNESCWA in helping regional labour statisticians to develop gender-responsive statistics through the use of the glossary on the informal economy and to mainstream the ICLS' informal employment estimation methods in their national surveys.
- 189.** In collaboration with the Arab Institute for Training and Research in Statistics (AITRS), regional training on the use of baseline surveys and rapid assessments for the collection of data on child labour was conducted for the Arab States in Amman in March 2012. Twenty-one labour statisticians from the region participated in the training.

⁴¹ ILO: *Decent Work Indicators in Africa: A first assessment based on national sources* (Geneva, 2012). http://www.ilo.org/stat/Publications/WCMS_189222/lang--en/index.htm (English and French).

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- 190.** In order to build the capacity of participants working in NSOs and other line organizations to use household surveys to collect and analyse information on the labour force, and in close collaboration with the AITRS, UNESCWA, the Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC) and the Department of Statistics of Jordan, the ILO organized a five-day training course in November 2012 on “Conducting and analyzing LFSs for monitoring of the labour market” for national statistics offices in all Arab countries.
 - 191.** At the request of the Lebanese Government, the ILO provided technical assistance to the country’s Central Administration of Statistics on questionnaire design and sampling methodology for the implementation of Lebanon’s first LFS which, subject to the approval of the Council of Ministers, was scheduled for implementation in 2013.
 - 192.** Within the framework of the project “Gender equality and women’s empowerment in the occupied Palestinian territories”, capacity-building initiatives focusing on gender-responsive labour statistics were conducted in January 2010 by the Department of Statistics in collaboration with producers and users of statistics.
 - 193.** Through an EU-funded project, the ILO finalized a LFS for Palestinians that was implemented between September 2011 and March 2012 in all Palestinian camps and gatherings in Lebanon. The survey was mainly intended to fill the information gap and update available data on the labour and employment conditions of Palestinian refugees in Lebanon.
 - 194.** In close collaboration with the Jordanian Department of Statistics and the Ministry of Planning, a Decent Work Country Profile was compiled during the first half of 2013 with the aim of reviewing trends in decent work indicators at the national level.
 - 195.** Technical assistance was provided to Yemen’s Central Statistical Organization on the design of its first quarterly LFS. The survey was launched in August 2013.

Asia and the Pacific

- 196.** Between 2009 and 2013 the ILO provided support to statistics-related meetings and training conducted by constituents and social partners in a number of countries and by subregional bodies such as the Association of Southeast Asian Nations (ASEAN) and the ASEAN Heads of Statistical Offices Meetings (AHSOM) in 2009, 2010 and 2011. It also engaged in advocacy for labour statistics to be a priority for ASEAN member countries and the ASEAN secretariat. As a follow-up to the initial training activity and in collaboration with the Asian Development Bank Institute (ADBI) and the ASEAN secretariat, the ILO organized a workshop on LMIA in ASEAN countries (Brunei Darussalam, 2–4 March 2010).
- 197.** Acknowledging the increasing importance of labour statistics in the region, the ILO Director-General decided, in 2011, to place a regional statistician in Bangkok who, in 2012, took over as the main focal point on the subject.

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- 198.** Within the framework of the ILO–EC “Monitoring and assessing progress on decent work (MAP)” project,⁴² a Regional Workshop on Monitoring and Assessing Progress on Decent Work in Asia was conducted in Bangkok in June 2010.
- 199.** In November–December 2011, the ILO and the Secretariat of the Pacific Community (SPC) organized a technical training course in Noumea, New Caledonia, on labour statistics and LMIA in the Pacific.
- 200.** In collaboration with UNESCAP, the ILO organized a Regional Preparatory Meeting of Labour Statisticians in Bangkok in May 2012, in preparation of the 19th ICLS.
- 201.** The ILO organized a Regional Workshop and Study Programme on Anticipating Skills Demands for Sustainable and Inclusive Growth in Sendai, Japan, in March 2012, and a Regional Training and Knowledge Sharing Workshop for Measuring Decent Work in Asia and the Pacific in Bangkok in November 2012. It also organized additional meetings and briefing workshops on labour statistics and on selected decent work indicators targeting individual countries and specific constituents, including workers’ organizations in China, policy-makers in Viet Nam and key national stakeholders in Cambodia and the Lao People’s Democratic Republic.
- 202.** The ILO provided support for the preparation and implementation of national LFSs, including proposals and training in basic concepts, notably for countries with no regular system of labour statistics data collection such as Afghanistan, Bangladesh, Brunei Darussalam, Cambodia, Lao People’s Democratic Republic, Maldives, Myanmar, Timor-Leste, Tuvalu and Western Samoa. Within the framework of these activities, support was provided for the collection of labour statistics through population censuses in the Republic of Maldives and Myanmar.
- 203.** Support was given to the construction of regular labour statistics systems at the national and provincial level in Indonesia, Philippines and Viet Nam, including the development of methodologies for provincial LFSs and analyses.
- 204.** The ILO provided support in data collection of labour statistics covering selected thematic areas, such as school-to-work transition surveys (ILO W4Y Programme) and child-labour surveys (SIMPOC) in Bangladesh, Cambodia, Lao People’s Democratic Republic, the Philippines, Viet Nam and Samoa.
- 205.** In collaboration with regional and national offices and units from the ILO’s Department of Statistics, Employment Policy Department and Bureau for Gender Equality, support was provided to member States in the collection of labour statistics from administrative records by developing or improving national or regional LMIS. Specific projects included the development of research and systems for the collection of skills-related data in Bangladesh, support in LMIS for employment services in Cambodia and the Lao People’s Democratic Republic, research on data gaps and institutional arrangements as inputs to a national LMIS strategy in India, development of an integrated national LMIS and “data warehouse” in Malaysia, institutional support for provincial LMIS units in Pakistan, the development of labour inspectorates and the collection of statistics on skills, vocational education and training in Sri Lanka, and support in designing and developing an LMIS in key provinces through the project on “Better information for creating jobs and developing

⁴² The “Project on monitoring and assessing progress on decent work” is a pilot ILO project funded by the European Union. The project brief is available at http://www.ilo.org/integration/themes/mdw/map/WCMS_175756/lang--en/index.htm.

skills in Viet Nam” conducted by the ILO, the EC and the Ministry of Labour, Invalids and Social Affairs.

- 206.** The ILO provided both encouragement and technical assistance in the measurement of labour migration through LFSs to member States in Asia and the Pacific, particularly those from the ASEAN community such as Cambodia and Thailand but also in South Asian countries such as Bangladesh. The ILO also provided assistance to selected ASEAN countries and social partners in the collection of labour migration data, with the objective of contributing to existing regional databases on labour migration housed within the ILO Department of Statistics and by employers’ and workers’ organizations.
- 207.** Within the framework of the MAP project, Bangladesh, Cambodia, Indonesia and the Philippines received support in all aspects of their Decent Work Agenda and in the preparation and publication of Decent Work Country Profiles. The ILO also provided support and training to Mongolia and Pakistan in the tabulation of working poverty indicators.
- 208.** Within the framework of regional activities on youth employment and in support of the Asia Pacific Youth Employment Network (APYouthNet), a platform that allows constituents active in youth employment policy and programme design to share progress, technical capabilities, advice and partnerships within and across the Asia–Pacific region, the ILO gathered and produced an overview of key youth employment indicators for 20 member States based on the latest available data.⁴³ The indicators are updated on a regular basis.
- 209.** Ever since 2009 the ILO has been actively involved in statistical development in the region in coordination with regional development partners such as UNESCAP. The ILO was able to contribute to UNESCAP’s work on statistical development through its participation in the Working Group on Economic Statistics, the Working Group on Social Statistics and the Thematic Working Group on Gender Statistics. The ILO also contributed regularly to the employment section of UNESCAP’s *Statistical Yearbook for Asia and the Pacific*.
- 210.** As a follow-up to the launching of its manual on measuring informality the ILO collaborated with UNESCAP, with other development partners such as the ADB and with regional communities such as ASEAN, the South Asian Association for Regional Cooperation (SAARC) and the SPC to support member States in Asia and the Pacific in the measurement of informal employment and the informal sector, by advising on national definitions and advocating the regular measurement of informal employment through regular labour force and household surveys.

Europe and Central Asia

- 211.** Technical assistance on the implementation of ISCO-08 in the region has been provided since 2009 mainly through participation in a Eurostat Working Group and Task Force and a web discussion forum hosted by Eurostat and open to all countries in the world. An advisory mission to the Republic of Moldova was also carried out in December 2010 to provide technical support in updating the national occupation classification.
- 212.** Special attention was given to the development of national capacity in conducting modular LFSs. Advisory missions were carried out and technical assistance provided to Albania and the Republic of Moldova in connection with a school-to-work transition module that was to be attached to a LFS in April 2010 and September 2012, respectively, and to Ukraine for

⁴³ Available through the APYouthNet website at <http://apyouthnet.ilo.org/stats>.

the development of a module on international labour migration to be attached to its September 2011 survey.

- 213.** A detailed review of the Republic of Moldova’s labour statistics system was carried out in 2011 in preparation for its ratification in 2012 of the Labour Statistics Convention, 1985 (No. 160).
- 214.** In support of the 19th ICLS, the ILO organized a Regional Preparatory Meeting of Labour Statisticians at OECD headquarters in Paris, France, in July 2012. The meeting provided an opportunity for countries in Europe and Central Asia to present, discuss and gather feedback on the ILO’s proposal to update the international standards for statistics of the economically active population, employment, unemployment and underemployment.
- 215.** Several countries from eastern and southern Europe and from Central Asia attended an April 2012 training course on LFS design that was held at the International Training Centre Training of the ILO in Turin, Italy (Turin Centre).
- 216.** A seminar on “Developing a collective labour disputes database and management information system in Bulgaria” was held in Sofia in October 2012, with the participation of the representatives of employers’ organizations and trade unions.
- 217.** In September 2012, as part of the MAP project and in collaboration with the Ministry of Social Protection and the State Statistics Service of Ukraine, a Regional Training and Knowledge-Sharing Workshop on Measuring and Monitoring Progress on Decent Work was held in Kiev and a national workshop on the same theme in Lvov.⁴⁴

Latin America and the Caribbean

- 218.** Reflecting the priority the region attaches to labour statistics, a new position of regional labour statistician was created in Santiago, Chile, in 2010. A Memorandum of Understanding was signed in 2008 with UNECLAC regarding their active collaboration in the area of labour statistics in the region. Joint activities covering a number of Caribbean islands were also undertaken with the Caribbean Community (CARICOM) during 2010.
- 219.** The region has been carrying out advisory activities from Panama, where the Labour Analysis and Information System (ILO–SIALC) is based. This unit has been collecting and analysing labour statistics and has been responsible for drafting the regional flagship annual publication *Labour Outlook* since 2009, as well as supporting countries in measuring informal employment and employment in the informal sector and in designing questionnaires, mainly for LFSs.
- 220.** The ILO has supported the establishment of a regional working group on labour market statistics within UNECLAC’s Statistical Conference of the Americas and currently occupies its technical chair. The objective of the working group, which is composed of Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Mexico, Paraguay, Peru and Saint Lucia with participation by the World Bank, is to review the region’s main labour statistics concepts and decent work indicators, as well as its statistics on informality. The group has been very active during preparations for the 19th ICLS.

⁴⁴ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_192174.pdf and http://www.ilo.org/integration/resources/pubs/WCMS_192173/lang--en/index.htm.

221. Technical assistance has been provided to many countries in the region:

- Argentina, for the Ministry of Labour’s second report on decent work;
- Chile, for the Ministry of Social Development’s work on sample design;
- the MERCOSUR countries, on several occasions, for their Labour Observatory;
- Uruguay, for the Ministry of Labour’s review of the questionnaire of the IADB-funded survey on productivity and human resources in establishments in 2011;
- Paraguay, for the sample design of its income and expenditures survey in 2011;
- Ecuador, in the form of general support for its LFS and informality survey in 2011 and 2013;
- Bolivarian Republic of Venezuela, for the review of its LFS in 2012;
- Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras and Nicaragua, by supporting their administrative records on labour inspection as a means of developing sound statistical indicators;
- El Salvador, on questionnaire design in 2011;
- Dominican Republic, for the review of a new LFS carried out by its Central Bank in 2011 and 2012;
- El Salvador, for the review of its household survey in 2011;
- Costa Rica and El Salvador, on the joint activities of the EC–ILO RECAP project for building up their capacity to produce and analyse labour market indicators;
- Argentina, Brazil, Mexico and Paraguay, jointly with the Inter-American Centre for Knowledge Development in Vocational Training (ILO/CINTERFOR), in support of their work on vocational training statistics in the region’s vocational training institutions.

(c) Capacity building

222. The ILO continued to help NSOs and ministries of labour to measure, collect, analyse and disseminate statistics by means of training and capacity-building activities. Starting in 2010 the Department of Statistics, working with the Turin Centre, has put in place a regular annual training programme on LFSs and other data sources and on labour data analysis. It also participated in the Master Programme in Applied Labour Economics for Development (MALED), which is run jointly with the Faculty of Economics of the University of Turin as a Master of Science programme and with the *Institut d’études politiques de Paris* as an executive master’s degree programme. Since its inception in 2010 the programme has been linked with another Turin Centre training programme, “Data collection, analysis and measurement of decent work indicators”, whose LFSs component is designed and carried out by the ILO Department of Statistics.

223. The Department also contributed its expertise on several occasions to the Turin Centre’s international labour migration and statistics programme by providing information on the issues and problems involved in measuring and analyzing the phenomenon. Its input ranged from a highly technical, statistical perspective to a more general overview for non-professional statisticians.

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- 224.** In 2010–13 the European Commission funded a programme in francophone Africa and in Latin America called *Reinforcing the capacity to produce and analyse decent work indicators* (RECAP). This is a joint Turin Centre–ILO Department of Statistics venture supported by the French research and development institute known as *Développement, institutions et mondialisation* (DIAL) and covering four countries in each region. Two training seminars and several technical meetings have been carried out, notably to assess countries’ needs and to develop appropriate questions for LFSs.
- 225.** A *Training curriculum for capacity building in time-use surveys for a complete measurement of the economy to promote gender justice* is being produced in 2013 through intra-organizational collaboration between the ILO and the Turin Centre. It consists of a series of five separate training modules on the design and use of time-use surveys to assist national statistical agencies, training centres and other interested partners in institutions in different parts of the world.
- 226.** Over the past four years the ILO has, inter alia, carried out training on decent work and labour statistics, informality, child labour, wages and hours, establishment surveys and MDG indicators, CPI and ISCO, sometimes in partnership with other international organizations (World Bank, ASEAN, UNECA, UNECLAC, UNESCWA, AfDB, UN Statistical Institute for Asia and the Pacific, etc.).
- 227.** Particularly interesting is the Workshop on Conducting and Analysing Labour Force Surveys for Monitoring of the Labour Market for the Arab Countries, which took place in Amman, Jordan, in November 2012, in close collaboration between AITRS, UNESCWA and SESRIC (Statistical Economic and Social Research and Training Centre for Islamic Countries) and the ILO Department of Statistics, in which 22 Arab States participated.
- 228.** A course on sampling techniques as applied to household surveys was held in November 2010 in El Salvador, hosted by the General Directorate for Statistics and Surveys (DIGESTYC) and UNECLAC. Another, focusing on the analysis of labour surveys, was held in the Caribbean in 2010 in collaboration with ECLAC. In Africa, a Workshop on Challenges and Strategies in Improving Labour Statistics in Africa was held in Bamako, Mali, in November 2010.
- 229.** The Department of Statistics collaborated with the MAP project on several training workshops on decent work indicators. It co-organized and contributed its technical expertise to the Regional Workshops on Strengthening Labour Market Information to Monitor Progress on Decent Work in Africa, for English-speaking and French-speaking countries in Addis Ababa and Dakar, respectively. It also organized a workshop on measuring decent work for French- and Portuguese-speaking ECOWAS countries in Ouagadougou, Burkina Faso, in January 2011.
- 230.** A technical training course was hosted by the SPC in response to a request from ILO member States to bring on board partner agencies and the island States of the Pacific themselves for training in labour statistics and in LMIA. The course, which followed an assessment mission, was based on the role and mandate of the SPC and the ILO. Each island country was represented by the three principal producers of labour statistics and LMIA. It was an important feature of the course that participation was gender-balanced. The programme combined a strong theoretical underpinning with practical conceptual applications and exercises and produced specific country outputs and analysis, including national planning components for LMIA sustainability.
- 231.** The ILO has responded favourably to new requests from China and France to collaborate on developing and implementing training and teaching curricula. In France, for the Institute for Labour Studies of the University of Lyon, the Department prepared and carried out in 2012 an innovative master’s programme on inequality and discrimination

which is being repeated in 2013. The ILO has, since 2011, been a member of the Advisory Committee of China's International Statistical Training Centre, which is expected to undertake several labour statistics training activities in the near future with the United Nations Statistical Division.

1.5. Status of the Labour Statistics Convention, 1985 (No. 160)

- 232.** The Labour Statistics Convention, 1985 (No. 160) and Recommendation (No. 170)⁴⁵ were adopted by the International Labour Conference in 1985. The Convention is an international treaty, legally binding in the countries that ratify it. These countries voluntarily undertake, when they are able, to apply its provisions, to adapt their national law and practice to its requirements and to accept international supervision. Convention No. 160 came into force in 1988 and replaces the earlier Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63), which continues in force in 14 countries.
- 233.** Recommendation No. 170 sets non-binding guidelines that help orient national policy and practice, supplements Convention No. 160 and spells its provisions out in greater detail. To date, 49 ILO member States have ratified Convention No. 160 (see Appendix 1), including 13 developing countries (three from Africa, two from Asia and eight from Latin America), eight members of the CIS, and 28 OECD member countries, including 18 Members of the European Union.
- 234.** These two instruments are important for both producers and users of labour statistics to gauge, describe, understand, plan, analyse and guide them through the complex dimensions of the world of work, bearing in mind the realities of both developing and developed countries. Their primary objective is to provide a basic framework within which countries may progressively develop their statistical programmes in this field, in accordance with their own socio-economic planning and policy needs and national resources. At the same time, they aim to promote the international comparability of labour statistics.
- 235.** Upon ratification, countries must specify at least one of the nine subjects covered in Convention No. 160 that they agree to collect statistics on at the outset. Ratifying countries need not collect statistics on all the subjects, but the understanding is that they will gradually develop and expand their statistical system to cover the others. The minimum list of subjects is: the economically active population; employment; unemployment and underemployment; wages and hours of work; wage structure and distribution; labour cost; CPI; household expenditures and household income; occupational injuries and diseases; and industrial (labour) disputes. This framework Convention is broad but flexible and non-prescriptive and the growing body of international resolutions adopted by the ICLS with their coverage of new concepts and related terminology can continue to make reference to it.
- 236.** As they work to enhance their data collection programme, ratifying countries must consult the representative organizations of employers and of workers when the concepts, definitions and methodology used for labour statistics are designed or revised. This is because workers and employers are often the subject, source and important users of statistics, and their statistical requirements must therefore be taken into account along with those of government policy-makers. This cooperation is essential to obtain comprehensive, reliable and up-to-date indicators that all users can trust.

⁴⁵ See ILO: *Current international recommendations on labour statistics* (Geneva, 2000).

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- 237.** As is indicated in Recommendation No. 170, countries needing help in any part of the process of producing their labour statistics may seek assistance from the ILO. In cases where the resources available to national statistical agencies for the work required by Convention No. 160 are not sufficient, countries may initially limit the collection of statistics to specified categories of workers, sectors of the economy and branches of economic activity or geographic areas. Application of the Convention nevertheless implies coordination between the government units responsible for the various subjects, primarily between the National Statistical Office and the Ministry of Labour but also with other government agencies responsible for such areas as occupational safety and health.
- 238.** Most important, upon ratification by the Government, is its recognition of the importance of statistics in policy-making and the consequent need for a properly designed labour statistics strategy covering the nine subjects listed in Article 1, as a minimum. This helps to guarantee that the statistics produced cover a broad area and that they have full government support. It is thus advised to continue to promote the ratification of this important instrument.

2. Statistics on decent work

(a) Background

- 239.** Since the launch of the Decent Work Agenda by the ILO in 1999 there has been much debate on how it can be measured in practice. Some early attempts were made to identify the set of indicators that could best reflect the four pillars of decent work in quantitative terms. But the idea of having composite indices was eventually abandoned because of the subjectivity that their weighting might introduce into its measurement, and experts from academia, national governments and employers' and workers' organizations set about defining different indicators. Ultimately, however, any set of indicators measuring decent work has to rely heavily on existing labour indicators, and it was suggested that all its components should be based on agreed international statistical standards. In fact, most of the recommendations adopted since then have been based on those standards.
- 240.** Following the adoption of the recommendations of the 17th ICLS, their approval by the Governing Body in March 2008 and the issuing of the ILO Declaration on Social Justice for a Fair Globalization,⁴⁶ the Office convened an international Tripartite Meeting of Experts on the Measurement of Decent Work in September 2008 to advise on the viability of various options and guidance on possible ways of measuring the dimensions of decent work in order to prepare a set of recommendations for consideration by the Governing Body.
- 241.** The methodology proposed by Tripartite Meeting was subsequently presented in a report to the ILO Governing Body in November 2008⁴⁷ and then to the 18th ICLS. The latter

⁴⁶ See the ILO Declaration on Social Justice for a Fair Globalization and the resolution on strengthening the ILO's capacity to assist its Members' efforts to reach its objectives in the context of globalization, International Labour Conference, 97th Session, Geneva, June 2008.

⁴⁷ See Chairperson's report, Tripartite Meeting of Experts on the Measurement of Decent Work (Geneva, 8–10 September 2008), available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/meetingdocument/wcms_099764.pdf.

adopted the resolution concerning further work on the measurement of decent work,⁴⁸ recommending, inter alia, that the Office carry out further work on developing statistical indicators in areas highlighted by the Tripartite Meeting and requesting a report on progress and outcomes to be presented to the 19th ICLS, subject to its agenda and the decisions taken by the ILO Governing Body, in order to provide further guidance on the measurement and monitoring of decent work.

(b) General overview of work accomplished since the 18th ICLS

- 242.** The ILO methodology for measuring progress towards decent work has been promoted and tested in pilot countries in the preparation of decent work profiles. This work has benefited greatly from the MAP project covering nine countries.
- 243.** The ILO manual *Decent Work Indicators: Concepts and definitions* was launched in May 2012. It was coordinated by the Department of Statistics with inputs from many technical units of the ILO and with the support of the EC–ILO MAP project. Training workshops and technical assistance activities on measuring decent work (concepts and definitions, data collection, data processing and tabulation, data analysis) have been provided with the support of the MAP and RECAP projects.⁴⁹

(c) National experiences

- 244.** The ILO global conceptual framework has been discussed and adopted in the course of the pilot phase (more than 15 countries, including the nine countries covered by the MAP project) by tripartite constituents and other stakeholders, including NSOs. Given that the selected countries represent a wide range in terms of income levels, economic development, institutions, statistical infrastructure, legal environment and policy development, it is encouraging that the global framework has proved adequate for cross-country comparisons while allowing each country enough flexibility to add indicators reflecting its national circumstances. Moreover, since the countries selected have had the freedom to add indicators (and exclude others from the framework), the final combination of indicators for any given country tends to be uniquely tailored to its particular needs for policy monitoring and analysis.
- 245.** The proposed new indicators include further disaggregation of the existing indicators by age group, urban/rural context, race, occupation and industry, as appropriate. Moreover, some countries have gone ahead and developed statistical indicators related to working time, and combining work, family and personal life.
- 246.** Most of the countries that have developed decent work indicators and decent work country profiles recognize the need to improve the existing data collection instruments so as to capture the information more efficiently through improved and regular LFSs and administrative records. Some countries with advanced statistical systems have introduced new questions into the survey questionnaires (Brazil); others have redesigned them altogether (Cambodia, Bangladesh, Niger, Zambia).

⁴⁸ ILO: *Report of the Conference report*, 18th ICLS (Geneva, 2009), p. 68.

⁴⁹ See <http://www.itcilo.org/en/community/news/recap2>.

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247. In all, 19 countries have prepared Decent Work Country Profiles, and several have used them for designing or revising their Decent Work Country Programmes. The results were discussed in national tripartite validation workshops prior to their publication and dissemination through events and media campaigns.
248. Some ten regional workshops and a global meeting were held during the pilot phase through the MAP project, with the aim of sharing countries' experience of developing decent work indicators and country profiles. A meeting on measuring and monitoring decent work was organized in 2012 to share the experience of the pilot countries.⁵⁰
249. A major challenge in measuring decent work derives from the sources, both statistical and legal, that are available. Most statistical indicators calculated by countries during the pilot phase were compiled from LFSs, reflecting the fact that many of these indicators are best constructed from household data. Few indicators have been compiled from establishment surveys, because few countries actually conduct such surveys and because of coverage issues (sector coverage, worker coverage, etc.).
250. The greater part of the legal framework indicators can be compiled from national sources and complemented by information gathered at the ILO, for example from reports on the application of ILO Conventions in law and practice sent by member States under the supervisory system.

(d) Modifications to the global framework of indicators since the 18th ICLS and ongoing work by the Office

251. Following the guidance of the Tripartite Meeting of Experts, the Office developed some new statistical decent work indicators during the pilot phase within the global conceptual framework and, in the interests of greater clarity, made some changes in wording. Specifically, 11 indicators have been developed and added by the Office, and these are described in the ILO's *Manual on Decent Work Indicators: Concepts and definitions*.

3. International Classification of Status in Employment (ICSE-93)

3.1. Introduction

252. The International Classification of Status in Employment (ICSE-93)⁵¹ classifies jobs in terms of the type of explicit or implicit contract of employment between the job-holder and the economic unit in which he or she is employed. It provides a basis for the production of internationally comparable statistics on the employment relationship, including the distinction between salaried employment and self-employment.

⁵⁰ See <http://www.ilo.org/integration/themes/mdw/map/about/activities/meeting-of-experts/lang-en/index.htm>.

⁵¹ See the resolution concerning the International Classification of Status in Employment (ICSE), adopted by the 15th ICLS, web link, January 1993.

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- 253.** The following five categories are specified, the last four of which are defined as the self-employed: (i) employees; (ii) employers; (iii) own-account workers; (iv) members of producers' cooperatives; (v) contributing family workers.
- 254.** There is concern that these categories do not provide sufficient information to monitor adequately the changes in employment arrangements which, in many countries, are blurring the boundaries between self-employment and salaried employment. It is also felt that the classification does not provide sufficient detail for the provision of statistics that satisfy user needs.
- 255.** The 18th ICLS identified the changing structure of the labour force and the revision of ICSE-93 as a priority area for future methodological work by the ILO in the field of labour statistics. The draft resolution concerning statistics of work and of the labour force statistics, if adopted by the 19th ICLS, may also have a significant impact on the scope and nature of statistics on status in employment and lead to a change in the boundary between employment and other forms of work. It has not been possible to develop a complete proposal for the revision of ICSE-93, since such a proposal would have to anticipate the outcome of deliberations on labour force and work statistics at the Conference itself.
- 256.** The ILO has therefore prepared a room document that summarizes the known problems with ICSE-93 as well as existing national practices with respect to statistics on status in employment and other aspects of the employment relationship. This paper also identifies ways in which ICSE-93 could be modified and/or other standard classifications and variables could be developed as a complement to status in employment, in order to reflect contemporary realities and economic and social concerns more satisfactorily. It presents various options for the revision of ICSE-93 that reflect possible outcomes from the ICLS deliberations on standards for work and labour statistics.

3.2. Applications and statistics required

- 257.** Statistics classified by status in employment are used for a variety of purposes in both economic and social analysis. They provide important information on the nature of the economic risk and authority that the employed population experiences at work, and on the strength and nature of the attachment of the employed population to the employer, as a potential indicator of precarious employment situations. Changes in status in employment distribution may reflect the relationship between economic cycles and employment in higher risk, less secure or precarious working situations (for example, the extent to which persons who lose their job in paid employment engage in various forms of self-employment).
- 258.** Economic and labour market policy analysts use statistics on status in employment to assess the impact of self-employment and entrepreneurship on employment and economic growth and to evaluate the consequences for economic development and job creation policies. Data classified by status in employment are also required as an input for compiling national accounts.
- 259.** In social statistics the status in employment is an important explanatory variable and is frequently used as an input in the production of statistics on the socio-economic status of persons and households.
- 260.** Reflecting these diverse uses, statistics on status in employment are widely collected in household-based collections such as LFSs, social surveys, population censuses and employer surveys.

3.3. The current situation

- 261.** In addition to the five substantive categories of status in employment, the 15th ICLS resolution provides advice on the possible statistical treatment of particular (optional) groups. It notes that, depending on national circumstances, some of these groups may need to be separately identified, either as subcategories of the five groups listed above or as groups that cut across two or more of the substantive groups. These groups include, but are not limited to, the following: (i) owner–managers of incorporated enterprises; (ii) employees with fixed-term contracts; (iii) workers in casual, short-term and seasonal employment; (iv) outworkers; (v) contractors; (vi) workers engaged by labour hire companies; (vii) work-gang members; (viii) franchisees; (ix) sharecroppers; (x) communal resource workers; (xi) subsistence workers.
- 262.** These groups are not organized into a coherent classification framework and the advice provided is not definitive about the treatment of some of them. For example, owner–managers of incorporated enterprises and “contractors” may be classified as employees or as self-employed depending on national circumstances.
- 263.** “Owner–managers of incorporated enterprises” are workers who have arrangements whereby the worker and the establishment they own and operate are separate legal entities. This generally means that there are limitations to their legal and financial liability for the establishment’s activities, implying that they are exposed to less financial and legal risk than other self-employed workers. Legally, and for national accounts purposes, these workers are considered as employees of the establishment they own and may receive a regular salary or payment in kind. In all other respects they resemble the self-employed, i.e., they singly or jointly control the enterprise in which they work, they may or may not have paid employees on a continuous basis, and they may or may not have assistance from contributing family workers.
- 264.** “Contractors”, according to the ICSE-93 resolution, are either registered with authorities as a separate business unit responsible for the relevant taxes, or else the employing organization is not responsible for social security payments or the contractual relationship is not subject to the labour legislation applicable to, for instance, “regular employees”. They hold explicit or implicit contracts which correspond to those of “paid employment”, generally with a single employer. While from a legal standpoint they may be considered to be self-employed, the reality of their employment situation is little different from that of paid employees.
- 265.** A review of national practices in compiling statistics on status in employment, conducted by the ILO in 2012, showed that almost all countries that have recently conducted a LFS include statistics on status in employment. In most cases the classification of status in employment used is based on, or related to, ICSE-93. In national adaptations of ICSE-93, some countries have created additional categories and, somewhat inconsistently, have included some of the groups identified above in the top-level ICSE-93 categories. Countries have also created additional variables and classifications to measure specific aspects of the employment relationship.
- 266.** The ILO review revealed that a significant minority of countries identify workers engaged by labour hire companies and subsistence workers separately. Most countries produce statistics on workers in casual, short-term and seasonal employment, but this is generally done as part of a separate variable. In addition to the groups specified in the 15th ICLS resolution as possibly requiring separate identification depending on national circumstances, a substantial number of countries compile statistics on apprentice and trainee workers or on domestic workers as part of the status in employment variable.

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- 267.** A relatively small number of countries provide separate statistics for owner–managers of incorporated enterprises and for “contractors”. In those cases where they are not separately identified, it is not always clear whether these two groups are treated as self-employed. Practice among countries varies considerably, and this has serious implications for the international comparability of statistics classified by status in employment, especially with respect to aggregate statistics on the dichotomy between self-employment and salaried employment.
- 268.** Very few countries use the substantive category “members of producers’ cooperatives”; only in three cases did employment in this group exceed 1 per cent of total employment in 2010.

3.4. Issues to be addressed in revising the ICSE

- 269.** In the light of these findings, it is proposed that work on a review of ICSE-93 should focus on the treatment and need for separate identification of the following groups of workers: (i) fixed-term, casual, short-term and seasonal employees; (ii) paid and unpaid apprentices, trainees and interns; (iii) owner–managers of incorporated enterprises; (iv) “contractors”; (v) members of producers’ cooperatives; (vi) domestic workers; (vii) workers engaged by labour hire agencies.
- 270.** Subsistence workers, or producers of goods for own consumption, are another important group where there is considerable demand for statistical information. However, the draft resolution concerning statistics of work and the labour force identifies the production of goods for own consumption as a separate form of work that is no longer to be counted as employment. The inclusion of this group in a future international classification to replace ICSE-93 would thus broaden the scope of the classification to embrace forms of work beyond employment.
- 271.** These issues raise questions as to what the most appropriate scope of the successor to ICSE-93 might be. Is there a need, for example, for a single international classification of “status of worker” or “forms of work” that includes categories for some or all forms of work such as “volunteer work” and “own-production work” as well as detailed categories relating to status in employment? Alternatively, is it preferable to retain a classification that is restricted to employment?
- 272.** Any movement in the boundary between employment and other forms of work arising from the adoption, at the 19th ICLS, of a resolution concerning statistics of work and the labour force, would add to the already pressing need to update ICSE-93 so that it can be used to measure changes in the nature of the employment relationship adequately and provide a stronger basis for producing internationally comparable statistics.
- 273.** *Participants in the Conference are invited to express their views on the following issues:*
- (a) Is there a need for separate identification in the successor to ICSE-93 of any of the groups of workers identified at the beginning of this section?*
 - (b) Are there any other groups that need to be separately identified?*
 - (c) Should the classification be restricted to employment or extended to some or all other forms of work?*
 - (d) What is the most appropriate framework for the classification structure, taking into consideration the issues, options and scenarios presented in the room paper?*

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- (e) *What is the appropriate time frame for completing work on updating ICSE-93, and what mechanisms should be used to support the ILO's work and to facilitate formal adoption of the new classification? For example, should the ILO be mandated to seek adoption of the successor to ICSE-93 by a tripartite meeting of experts on labour statistics, as was the case with ISCO-08, rather than waiting until the 20th ICLS?*

4. Statistics on green jobs

4.1. Introduction

274. Over the past few years, the international community has emphasized the implications of climate changes and the importance of shifting toward a “green”, sustainable economy. Many reports have pointed to the fact that green sectors provide significant opportunities for investment, growth and jobs.

275. The concept of a green economy has thus become a focus of policy debate and has been mainstreamed into the work of the United Nations and its specialized agencies. The United Nations Conference on Sustainable Development held in Rio de Janeiro in June 2012 (Rio +20) considered that the green economy is an important path to sustainable development, and this was reflected in the outcome document of the Conference, *The future we want*.⁵² Specifically, the Rio +20 Conference:

- (a) considered the green economy to be one of the important tools available for achieving sustainable development (paragraph 56);
- (b) invited governments to improve their knowledge and statistical capacity with respect to job trends, developments and constraints and to integrate relevant data into national statistics, with the support of United Nations agencies acting within their mandate (paragraph 62);
- (c) invited the United Nations system, in cooperation with donors and international organizations, to coordinate and provide information methodologies for the evaluation of green economy policies in the context of sustainable development and poverty eradication (paragraph 66);
- (d) advocated access to reliable, relevant and timely data in areas related to the three dimensions of sustainable development (paragraph 76).

276. In order to respond to these needs for more and better statistics on a green economy and green jobs, the ILO Department of Statistics has started working on draft proposals for a statistical definition of green jobs and the associated conceptual guidelines that are a prerequisite for collecting statistics and producing internationally harmonized statistical indicators. In developing the definition, consistency with existing standards on labour and environmental statistic has been a guiding principle.

⁵² Available at <http://www.uncsd2012.org/futurewewant.html#III>.

277. The first draft proposal was discussed by a group of experts at an informal consultation meeting⁵³ organized by the ILO in November 2012. The group of experts, which was composed of labour statisticians and experts on green economy, discussed the proposed definition of green jobs, the variables that were of interest, the approach to measurement and the classifications to be used, following which it made a number of useful suggestions.

278. A revised version of the framework was included in the ILO report *Sustainable development, decent work and green jobs* that was prepared for the 102nd Session of the International Labour Conference in June 2013. The concepts, definitions and measurement framework developed by the group of experts are submitted to the 19th ICLS in a room document with a view to the possible formulation of international statistical guidelines on the topic.

4.2. Uses of statistics on green jobs

279. There is a growing demand for statistical data on green jobs in terms of the size and composition of specific groups of workers and economic units and their contribution to a green economy. Statistics are needed: (a) to gain a better understanding of the impact of “greening the economy” on the labour market; (b) to ensure that effective policy measures and tools are formulated to respond to the shift to a greener economy; and (c) as a general measure of progress towards greening the economy.

280. Statistics on green jobs are of interest to a wide variety of users concerned with policies on economic growth, job creation, environmental protection, climate change and sustainability.

281. Users are interested in a green economy’s potential contribution to economic growth, to employment (the number of people employed directly or indirectly, their level of skills, the special skills required), to value added, to investment, to exports, etc., and in the size of a green economy in terms of the number of establishments, employees and total turnover. The volume of employment in green jobs is seen by many as an important indicator of overall progress towards a more environmentally sustainable economy.

282. Statistics on green jobs will help to answer a number of questions concerning many aspects of environmental, economic and labour market policy. Some of the specific policy issues for which information is needed relate to: (a) job creation and loss; (b) changes in occupational and skills needs; (c) organizational restructuring; and (d) decent work (see the room document for details of the possible uses of statistics).

4.3. Proposal for the definition of concepts

283. The definition of green jobs used by the ILO Green Jobs Programme is as follows:

Jobs are green when they help reduce negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely, it is possible to say that green jobs are decent jobs that:

- reduce consumption of energy and raw materials;

⁵³ Technical Expert Consultation on Labour Statistics: Moving towards a statistical definition of green jobs, 27-28 November 2012, Geneva. For details see http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/preparatory-meetings/WCMS_195698/lang--en/index.htm.

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- limit greenhouse gas emissions;
 - minimize waste and pollution;
 - protect and restore ecosystems.⁵⁴

284. This definition is reasonably comprehensive and reflects the main policy goals and issues which statistics on green jobs may need to inform, and it is used as a starting point to highlight the need to capture the decent work dimension as well as the environmental dimension. It is proposed to develop separate definitions for employment in environmental activities and decent work.

285. The environmental dimension is defined with reference to environmental activities as set out in the most recent System of Environmental-Economic Accounting (SEEA),⁵⁵ adopted by the UNSC at its 43rd Session in 2012. The decent work dimension may be measured according to relevant indicators selected from the ILO manual on decent work indicators.

286. *Employment in environmental activities* “comprises all employment in activities that lead to the production of environmental goods and services for consumption by other economic units or for consumption by the establishment in which the activity is performed. Environmental goods and services are the products of environmental activities as defined in the most recently updated version of the SEEA. In addition to activities in the production of environmental goods and services, this includes activities that improve the establishment’s processes in order to reduce or eliminate pressures on the environment or to make more efficient use of natural resources.”

287. In this definition a distinction is being made between different concepts:

- *employment in production of environmental outputs*, defined as employment in the production of environmental goods and services for consumption outside the producing unit; and
- *employment in environmental processes*, defined as employment in the production of environment-friendly goods and services for consumption by the producing unit. It consists of all jobs carried out by persons *engaged in green or greening production processes* (a list of green processes and technologies may need to be developed) during a given reference period. These are jobs in which workers’ duties involve making their establishment’s production processes more environmentally friendly by, for example reducing pollution or using fewer natural resources. These workers research, develop, maintain or use technologies and practices to reduce the environmental impact of their establishment, or train the establishment’s workers or contractors in these technologies and practices. This definition includes workers within establishments that may not be considered environmentally-friendly.

288. According to the definitions of employment in environmental outputs and employment in environmental processes and according to the concept of decent work, all jobs could be

⁵⁴ See <http://www.ilo.org/empent/units/green-jobs-programme/lang--en/index.htm>.

⁵⁵ The SEEA is a system for organizing statistical data for the derivation of coherent indicators and descriptive statistics to monitor the interactions between the economy and the environment and the state of the environment so as to a better informed decision-making. SEEA contains the internationally agreed standard concepts, definitions, classifications, accounting rules and tables for producing internationally comparable statistics on the environment and its relationship with the economy. See <http://unstats.un.org/unsd/statcom/doc12/2012-8-EnvAccounting-E.pdf>.

classified in various categories of green, which also covers a number of additional dimensions of “green jobs”.

- 289.** *Participants in the Conference may wish to discuss: (a) the relevance and feasibility, of measuring green jobs; (b) the suitability of the proposed statistical definition of green jobs; and (c) future steps in developing relevant international statistical standards on this topic.*

5. Future work of the ILO on labour statistics

- 290.** As was mentioned in the Introduction, the ILO has been mandated by its constituents through the Governing Body to enhance its knowledge base and statistical capacities in order to provide better and timelier policy advice to countries. For this purpose, the Director-General has decided to restructure the Department of Statistics, enhancing its capacities and redefining its role in order to fulfil this renewed mandate. The ILO will improve internal coordination between the various departments and units at headquarters and in the field, in order to have a more coherent and positive impact on the statistical capacities of ILO constituents and also to provide the international community with internationally comparable data and standards, supporting those countries whose practices are still encountering problems or limitations, filling the gaps in data compilation and providing more quantitative evidence to policy-makers. The ILO has further decided to engage in more intensive and inclusive partnerships with other international organizations in order to better coordinate its technical advice and capacity-building activities, avoid duplication and overlapping and promoting the application of international statistical standards decided by the ICLS. It also hopes to collaborate with them in mobilizing resources so as to identify donors and trust funds that can enhance capacities in labour statistics.
- 291.** A closer relationship with NSOs and statistical services within ministries of labour and other institutions producing labour statistics has been identified as a major vehicle for serving the statistical community. The strengthening of a stable network of labour statisticians and the promotion of knowledge sharing in key areas of practices and data production is judged to be one of the pillars of this stronger relationship. The ILO has been promoting the establishment of working groups on labour statistics within the various regional conferences of statisticians. It also looks forward to consolidating the existing Working Group for the Advancement of Employment and Unemployment Statistics created for the 19th ICLS, so that it can keep on extending its work and increasingly engage national practitioners and statisticians in discussions of current and emerging labour statistics issues. The ILO is preparing follow-up meetings within its regional structures in order to give continuity to this important group work.
- 292.** Many of the ILO’s forthcoming activities will require special attention on several fronts that the Department of Statistics is ready to tackle. Particularly important is the emphasis on enhancing and supporting countries’ conduct of LFSs. To this end, the decision has been taken to define a standardized modular questionnaire which will help countries to define their statistical instruments as soon as they decide to undertake a LFS. This will certainly facilitate the process and contribute to the cross-country comparability of statistics, while at the same time allowing for national adaptations and specificities.
- 293.** Household-based labour surveys are widely used to collect information on a variety of characteristics of household members, yet there are no models available to assist stakeholders and constituents develop questionnaires and modules on labour supply and related topics in line with international standards. The Department of Statistics has therefore started devising a coherent set of models. The initial draft tool that was developed will require revision and testing on the basis of a new resolution that the

19th ICLS may wish to adopt on the subject. The final model will consist of a standard questionnaire containing sections on the essential components of a LFS, with separate modules for selected topics. It will be accompanied by manuals containing flow charts, operational definitions of concepts to be measured and suggestions for training enumerators and supervisors, as well as other useful features.

- 294.** The ILO is seeking an international partnership for the enhancement of household surveys worldwide, in a bid to engage all actors and organizations interested in promoting this key tool for labour statisticians.
- 295.** At the request of the ILO Governing Body, the Department of Statistics will boost its technical support to countries using the ILO's new manual on measuring informality, working actively with all relevant partners – particularly with the members of the Delhi Group but also with other stakeholders – in order to implement the manual's recommendations and involve more countries in producing comparable estimates of key variables such as informal employment and employment in the informal sector.
- 296.** The ILO has also identified areas where it needs to strengthen its internal capacities in order to support countries actively. The labour migration, rural employment statistics and the dynamics of labour markets and job flows are areas that will necessarily need to be tackled and developed. Closer coordination with other organizations will be established and consolidated, along with the establishment of a network of NSOs interested in developing sound standards and methods, so that together they can offer support, insights and innovations in the definition of standards.
- 297.** The strengthening of establishment surveys as a means of enhancing quantitative data on key variables such as productivity, labour costs, wages, conditions of work, skills in labour force, etc. is judged by the ILO to be a priority. Several partnerships have already been identified in order to achieve the critical mass needed to extend present activities. A closer link between national accounting and labour statistics should be pursued in order to contribute to establishing additional links between the micro and the macro effects of labour market policies. A strong commitment to this goal by NSOs and ministries of labour will certainly be the cornerstone of a strengthened overall capacity.
- 298.** The identification of social protection standards is also to be consolidated by the inter-agency group which is working actively to define and engage the various actors in this important area. Current work on defining agreed standards and promoting new indicators on social protection floors and related topics are going to be expanded and consolidated in the coming years.
- 299.** The post-2015 framework provides a unique platform for discussing and redefining goals and indicators on labour issues. In the wake of the acute financial crisis which in many developed regions is still unresolved and the serious structural problems in developing labour markets, employment, jobs and livelihoods are inescapable international goals. But it is just as important to promote a high level of debate on how to move from these goals to the indicators by which progress can be monitored. The UNSC and the task forces formed by the international community will have to decide on the criteria and type of indicators that are conducive to monitoring concrete outputs. Meanwhile, the ILO is promoting a series of consultations of policy-makers and practitioners in order to propose a set of possible indicators on key areas such as jobs and livelihoods, based on its work on decent work indicators and the advancement of labour statistics.
- 300.** In the area of data collection, the ILO will continue to enhance its role as the world's repository of labour statistics. However, it is conscious of the reporting burden agencies tend to impose on countries, and it has therefore embarked on a process (somewhat costly in terms of human and financial resources) of exploring and adapting the new tools that are

available for the automatic reporting and exchange of information. In this regard, the ILO will support national repositories of indicators and will introduce protocols such as SDMX on the basis of successful national and international experiences. The ILO is aware that its efforts in this direction should above all target less developed countries that need its support and advice. However, the outcome should be a win-win situation, as countries will be able to rely on fully functional databases containing key variables and the entire international community will have access to the available data. This calls, both, for more powerful communication channels and for a proactive attitude on the part of the ILO, in order to identify possible gaps or problems in the production of data and to offer the technical support needed to overcome them. Training, capacity building and support will undoubtedly play a major part in the process.

301. The ILO has decided to move towards a single consolidated database, ILOSTAT, which will be hosting both existing quantitative indicators and emerging time series. It will increasingly collect microdata in order to enhance the quantitative base of the indicators and fine-tune its policy advice on substantive labour issues. The establishment of a consolidated database needs the support of the countries themselves, which will have to be willing and able to share their microdata sets with the ILO. A pilot process has already begun in some regions and countries and the ILO looks forward to further discussion on this topic.

6. Organization, frequency and duration of the ICLS

(a) Background ⁵⁶

302. With few exceptions, the ICLS has been convened every five years since 1923. It is a unique tripartite body of statisticians which discusses and decides on statistical standards and adopts resolutions and guidelines on labour statistics. These are then formally approved by the ILO Governing Body as ILO resolutions and presented to the UNSC. It is important to note that the decisions on standards are not initially taken by the ILO but by a body of labour statisticians from all over the world. Even though statistical concepts are sometimes referred to as “ILO definitions” or as being “defined by the ILO”, they are in fact decided by member States, employers and workers in the ICLS.

303. Proposals for resolutions and guidelines are formulated with the ILO acting as the ICLS secretariat after a long process of consultation and technical work that can take from three to eight years for resolutions and two to four years for guidelines. In addition to a thorough review of national practices, it includes extensive consultation with the statistical services of governments and with workers’ and employers’ organizations, other international agencies, and experts in academic and research institutions. This is done through technical working groups, bilateral discussions, participation in meetings and correspondence. In particular, a tripartite meeting of experts on each topic is generally held in the course of the development phase. Topics for standard setting at the ICLS are identified by the ILO on the basis of the recommendations of the previous ICLS, consultation with governments and other partners and the policy and programme needs of the ILO itself. Usually, these are

⁵⁶ See ILO: *General report*, Report I, 18th International Conference of Labour Statisticians, Geneva, 24 November–5 December 2008, pp. 63–65.

deliberately restricted to no more than three topics so as to allow time for in-depth discussion. The ICLS also advises the ILO on its future work programme in statistics.⁵⁷

304. The ICLS is a statutory conference of the ILO that is convened by the Governing Body of the ILO and guided by its Standing Orders. The secretariat of the Conference is appointed by the Director-General of the ILO, while the officers of the Conference (consisting of a chairperson, up to three vice-chairpersons and the committee chairperson)⁵⁸ are elected by the Conference. The composition of each Conference is determined by the Governing Body of the ILO and consists of government representatives and representatives of employers' and workers' organizations as delegates, and international organizations and non-governmental organizations as observers.

(b) Frequency and duration

305. In 2008, the 18th ICLS adopted a resolution concerning organization, frequency and duration of the ICLS which recommended that, starting with the 19th ICLS, the Conference be convened every three years.⁵⁹

306. Notwithstanding this recommendation, the ILO is not in a position to organize and host an event of this size with such frequency. Given its human and budget constraints, the ILO has no option but to continue convening these Conferences every five years until the situation allows it to reduce the time span between meetings. The constraints are not only monetary; the attention that each ICLS requires would seriously limit the ILO's capacity to provide countries with the technical support they seek if the frequency was to be increased.

307. However, it is acknowledged that the rationale behind the recommendation of the 18th ICLS was twofold: on one hand, to allow for emerging topics to be addressed in a timely manner and, on the other, to increase attendance at the Conference by reducing its duration. It would be desirable for a solution to be found to both issues in a way that could mitigate the costs involved. To this end, the 19th ICLS has already been shortened by two working days compared to the last Conference, which lasted for two full weeks.

308. In envisaging the suggestion set out below, the secretariat wishes above all that the Conference should retain three key features that make standard setting in labour statistics through the ICLS mechanism unique, namely: (a) its broad consultative approach, (b) its ownership by member States, and (c) its high level of technical input.

309. There are ways of ensuring worthwhile and flexible discussions of technical topics and provisional approval of their outcome. One such mechanism would be to mandate a tripartite meeting of experts to examine and decide on the matter, whose recommendation would subsequently be endorsed by the ICLS and/or adopted by the ILO Governing Body. The preceding technical preparatory and consultative process would still inform on draft texts of recommendations to the UNSC, so as to allow the broader community to express

⁵⁷ For more details see ILO Bureau of Statistics: "ILO statistical standards: 85 years of setting international guidelines for labour statistics", in *Bulletin of Labour Statistics*, No. 2008-1.

⁵⁸ Article 4 of the Standing Orders for International Conferences of Labour Statisticians (Geneva, ILO, 1982).

⁵⁹ Available at http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meeting_document/wcms_101467.pdf.

its opinion. It is assumed that this mechanism (which was used previously to update ISCO-88) could be used depending on the importance of the topic.

- 310.** Electronic means of consultation should be actively used to facilitate and complement discussions on various topics without having to convene physical meetings. For example these means have been used for the preparation of this ICLS. They have proved to be useful in exchanging and sharing opinions based on national practices. Although it requires resource allocations from the ILO in terms of technical infrastructure and active moderation to keep participants engaged, the experience has proved to be cost effective for all parties involved.
- 311.** Given the current financial situation, which goes far beyond the ILO's own budgetary constraints and limitations, the Conference may wish to take into account that the capacity of the secretariat to engage in the development of statistics, on the one hand, and the ILO budget allocation for the ICLS, on the other, are unlikely to be increased unless so decided by the ILO Governing Body.
- 312.** *Participants in the Conference are invited to agree that, due to resources constraints, the five-year frequency of the ICLS will be kept unchanged until further decision.*
- 313.** *Participants in the Conference are invited to consider, depending on the nature of the topic, delegating some authority or providing specific mandates to other mechanisms, such as a tripartite meeting of experts, to adopt certain standards and to submit them to the ILO Governing Body. They may wish to specify which topics could be suitable for this modality.*

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Appendix

Ratification of Labour Statistics Convention, 1985 (No. 160) (as of 8 March 2013)

| Country | Ratification date |
|---------------------------------|-------------------|
| Armenia | 29 April 2005 |
| Australia | 15 May 1987 |
| Austria | 3 June 1987 |
| Azerbaijan | 19 May 1992 |
| Belarus | 12 October 1990 |
| Benin | 6 April 2000 |
| Bolivia, Plurinational State of | 14 November 1990 |
| Brazil | 2 July 1990 |
| Canada | 22 November 1995 |
| Colombia | 23 March 1990 |
| Costa Rica | 13 February 2001 |
| Cyprus | 1 December 1987 |
| Czech Republic | 1 January 1993 |
| Denmark | 22 January 1988 |
| El Salvador | 24 April 1987 |
| Finland | 27 April 1987 |
| Germany | 25 April 1991 |
| Greece | 17 March 1993 |
| Guatemala | 7 April 1993 |
| Hungary | 9 April 2010 |
| India | 1 April 1992 |
| Ireland | 27 October 1995 |
| Israel | 21 January 2010 |
| Italy | 8 November 1989 |
| Korea, Republic of | 8 December 1997 |
| Kyrgyzstan | 31 March 1992 |
| Latvia | 10 June 1994 |
| Lithuania | 10 June 1999 |
| Mauritius | 14 June 1994 |
| Mexico | 18 April 1988 |
| Moldova, Republic of | 10 February 2012 |
| Netherlands | 5 October 1990 |
| New Zealand | 6 November 2001 |
| Norway | 6 August 1987 |
| Panama | 3 April 1995 |
| Poland | 24 April 1991 |

| Country | Ratification date |
|--------------------|--------------------------|
| Portugal | 8 December 1993 |
| Russian Federation | 27 August 1990 |
| San Marino | 1 July 1988 |
| Slovakia | 1 January 1993 |
| Spain | 3 October 1989 |
| Sri Lanka | 1 April 1993 |
| Swaziland | 22 September 1992 |
| Sweden | 22 September 1986 |
| Switzerland | 7 May 1987 |
| Tajikistan | 26 November 1993 |
| Ukraine | 15 August 1991 |
| United Kingdom | 27 May 1987 |
| United States | 11 June 1990 |
