
Statistical Activities of the International Labour Organization

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INTRODUCTION

1. The International Labour Organization was founded in 1919 as an autonomous body of the League of Nations, and in 1946 it became the first specialized agency of the United Nations (UN). The ILO is unique among the UN system with its tripartite structure, in which governments, workers' and employers' organizations are united in the cause of social justice and better living conditions for all. The main bodies of the Organization are the International Labour Conference (the annual general assembly of member States); the Governing Body (the executive council composed of 56 titular members: 28 Governments, 14 Workers, 14 Employers); and the International Labour Office - the Secretariat (ILO). Tripartite participation extends to all activities of the Organization, including technical committees, conferences and expert group meetings.

2. Apart from discussions of labour and social issues, the International Labour Conference adopts international standards in the form of International Labour Conventions and Recommendations. Conventions are legal instruments, which come into force in a country once ratified by its law-making bodies. Such ratification commits the member State to fulfilling the obligations specified in the Convention and to reporting regularly on its application. Recommendations, which spell out in greater detail the provisions of Conventions, are not ratified but occasional reporting is required.

3. ILO statistical activities cover the following main areas: (i) the development of international statistical standards, based on the experience and needs of the member States; (ii) the provision of technical advice to member States, by providing expert consultancies, technical manuals and guidelines, and training to assist them in the application of these standards in the effective production of reliable statistics; and (iii) the dissemination of key national labour statistics and methodological information through publications and electronic methods.

4. This paper outlines the main global activities undertaken by the ILO Bureau of Statistics, the current development in labour statistics, and the specific efforts in developing statistical capacity in Africa. In general, the statistical system in Africa is confronted with several difficulties that hinder its effective response to the various needs for development in general and poverty reduction in particular. There is general lack of data and where available they are disseminated in manner (both in terms of time and form) that cannot enable Governments and partners to accurately assess the situation, devise policies and then monitor and evaluate the effectiveness of these policies and programmes. While there have been attempts to collect and analyse various socio-economic data, and labour market data in particular, these efforts have largely been ad hoc in nature and yet what is required is an institutionalised and sustainable data collection and dissemination system. However, the experience of the ILO in the last few years have demonstrated that although the challenges are enormous, they are not insurmountable if resources and efforts were pulled together in coherent framework and on a sustainable basis.

GENERAL FRAMEWORK FOR ILO STATISTICAL ACTIVITIES

5. Since its inception in 1919, the ILO has been involved in statistical activities. Article 10.1 of the Constitution of the Organization requires the collecting and distributing of "*information on all subjects relating to the international adjustment of conditions of individual life and labour*".

6. Statistical work began with the compilation and dissemination of statistics for the international adjustment of labour conditions and related matters. It soon became apparent that internationally recognized guidance was needed in order to improve the comparability of statistics between countries, as well as to assist countries in establishing or improving their labour statistics. Consequently, the ILO began setting statistical standards and guidelines in the early 1920s. With the rapid growth in the number of member States in the 1950s and 1960s, especially from the developing world, the statistical work of the ILO took on the additional task of promoting labour statistics in the form of technical assistance (technical cooperation projects, technical missions by ILO specialists and training).

7. In 1985, the International Labour Conference adopted the Labour Statistics Convention (No. 160) to replace the earlier Convention on statistics of wages and hours of work (No. 63), 1938. Convention 160 has been ratified by 45 member States¹ to date, which are thus obliged to "... *regularly collect, compile and publish basic labour statistics, which shall be progressively expanded in accordance with its resources to cover the following subjects ...*"² Ratifying countries are required to report regularly to the ILO on their application of the terms of the Convention, and to provide the relevant statistics and methodological information to the ILO.

8. The Conference also adopted the Labour Statistics Recommendation 1985, (No. 170) as a companion to Convention No. 160, which specifies the basic coverage, frequency of compilation, and cross-classification variables for each of the topics, and gives details on the statistical infrastructure to be established.

9. The list of basic labour statistics specified in Convention 160 covers the economically active population, employment, unemployment and underemployment, average earnings and hours of work, time rates of wages and normal hours of work, labour cost, consumer price indices, household expenditure and household income, occupational injuries and occupational diseases, and industrial (labour) disputes. These topics have for several decades formed the core of the Bureau of Statistics' activities. The focus is however broadening as a result of the adoption of the ILO's *Decent Work Agenda*.

10. In his first report to the International Labour Conference in 1999, the Director-General of the ILO introduced a comprehensive concept of work and the workplace, which he called *Decent Work*, described as "opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity"¹⁴. Decent work has subsequently become the organizing framework for ILO activities. It provides a conceptual framework for the integration and development of statistics both within and outside the ILO. Because *Decent Work* is a crosscutting notion it concerns, and acts as a central concept integrating all four major Sectors of the ILO: Standards and Fundamental Principles and Rights at Work; Employment; Social Protection; and Social Dialogue. It introduces new concepts required for the development of new indicators to measure progress in reducing Decent Work deficits in ILO member States.

11. Since January 2002, statistical activities in the ILO have been coordinated by the Policy Integration Department, comprising the Bureau of Statistics, Statistical Development and Analysis Unit, International Policy Group, National Policy Group, and the World Commission on the Social Dimension of Globalization. This department works with other ILO units (including the field structure) to develop consistent and complementary policy positions in key aspects of ILO work. It supports inter-sectoral perspectives and teamwork and supports the planning, programming and evaluation of ILO activities from the point of view of policy integration.

12. The ***Bureau of Statistics*** is the ILO unit mainly responsible for the statistical activities of the Office, and covers the following main areas: (i) the development of international statistical standards, based on the experience and needs of the members States; (ii) the provision of technical advice to member States, by providing expert consultancies, technical manuals and guidelines, and training to assist them in the application of these standards in the effective production of reliable statistics; and (iii) the dissemination of key national labour statistics and methodological information through publications and electronic methods.

13. The ***Statistical Development and Analysis Unit*** has the role of promoting and supporting the development of new data systems and capabilities needed for the medium term programme of the Office, including (i) internationally-comparable gender-sensitive core indicators and instruments to measure progress in decent work, (ii) world and regional estimates for selected indicators and (iii) analytical reports. This unit also reinforces statistical activities within the ILO and supports and guides the use of statistical data in ILO communications strategy.

14. ***The Advisory Group on Statistics*** was created in 2000 to guide the development of an Office-wide strategy on statistics. Members of the Group are drawn from across the Office including the technical sectors, the Policy Integration Department (in particular the Bureau of Statistics and the Statistical Development and Analysis Unit) and the field structure. The Group initially made recommendations to the Director-General of the ILO on (a) priorities among statistical activities in the Office, (b) major division of responsibilities in the Office on statistical activities, and (c) mechanisms for increasing communication and collaboration on statistical activities throughout the Office. Since 2002, the AGS helps to coordinate, guide and improve communication and information on statistical activities in the ILO, and to undertake or support common projects on specific topics.

15. The formulation of the ILO's biennial programme and budget is guided by a four-year Strategic Policy Framework. The programme is intentionally flexible, so as to permit adequate response to important emerging needs within the ILO and among constituents. An Office-wide statistical policy has been established that will build ILO statistical capacity, both in headquarters units and in the field. This is constructed around the Decent Work Agenda, and involves all ILO units.

Activities of the Bureau of Statistics

Collection and dissemination of statistics and methodological information

16. Since it was established (as the "Statistical Section") in 1919, the Bureau of Statistics has collected and disseminated statistics on labour issues. These consist mainly of official national statistics, which the Bureau collects from national authorities (ministries responsible for labour, central statistical services, etc.) generally using questionnaires; draws from official national publications or Web sites; and receives directly from national statistical services.

17. Besides checking them for consistency and reliability, in most cases no adjustments are made to the data before they are entered on various databases. The exceptions are the consumer price index series, which are rebased to a standard base year, and food price data in the ILO October Inquiry, which are converted to standard unit prices. The Bureau also collects and disseminates the relevant national methodological information used to produce these statistics. This information is essential for the correct use and interpretation of the statistics, and provides valuable inputs to the Bureau in its work on developing standards. All the information, i.e. statistical and methodological, collected by the Bureau is stored in a series of electronic databases from which printed and electronic publications are produced, and which are used for analyses and for answering users' requests for statistics and methodological information on national practices.

18. The *Yearbook of Labour Statistics* is the major ILO printed statistical publication with annual data (also available on CD-ROM as from 2003). It contains 10-year time series for 194 countries and territories covering (a) total and economically active population; (b) employment; (c) unemployment; (d) hours of work; (e) wages; (f) labour cost; (g) consumer price indices; (h) occupational injuries; and (i) strikes and lockouts. Where relevant and the information exists, the data are classified by economic activity, occupation, status in employment, educational level, age group and sex.

19. The quarterly *Bulletin of Labour Statistics* contains current monthly, quarterly or six-monthly statistics for the preceding four years on employment, unemployment, wages, hours of work and consumer price indices. Monthly or quarterly updates of the *Yearbook* series were originally published in the *International Labour Review* and its supplement until publication of the *Bulletin* and its monthly supplements began in 1965. The *Bulletin* also contains articles on statistical practices and methodologies and reports of special projects carried out by the Bureau.

20. The results of the *ILO October Inquiry on occupational wages and hours of work and on food prices* appear in a special issue of the *Bulletin of Labour Statistics* each year. It contains data on wages and hours of work for 159 occupations in 49 industry groups and on prices of 93 food items for the reference month of October. The Inquiry has been carried out by the Bureau of Statistics since 1924 following a recommendation by the first International Conference of Labour Statisticians (1923) for the ILO to take over a survey conducted earlier by the British Ministry of Labour. The survey collected data on wages and food prices in 16 capitals with the aim of comparing the levels of real wages in various countries. Revised several times since 1924, the results of the Inquiry are a rich source of international wage and price statistics.

Estimates and Projections of the Economically active population, Employment and Unemployment

21. Beginning in 1971, the ILO has produced and published comparable estimates and projections of population, of the labour force and age-sex specific activity rates for all countries, territories, major geographical groupings, world, etc.⁴ The projections are based on the population projections of the United Nations Population Division. The most recent edition provides estimates and projections for the period 1950-2010 for all countries and territories with more than 200,000 inhabitants in 1990. A draft of the fifth edition, with revised and updated estimates of labour force participation rates up to 2002 and projections to 2020 will be released in early 2004.

ILO-Comparable estimates of employment and unemployment

22. The Bureau also produces ILO-comparable annual employment and unemployment estimates. For these series, it makes adjustments to the official national data on employment and unemployment, with the consent of countries, in order to make the data comparable between countries. The results are published every two years as an article in the *Bulletin of Labour Statistics*, and are disseminated on the ILO's Web site. Work is under way to expand the geographic coverage of these series.

Household Income and Expenditure Statistics

23. Statistics on the level, composition and size distribution of household income and consumption expenditure, classified by status in employment, household size and geographical area, have been produced in a series of publications since 1967.⁵ A complementary series of publications on poverty and income distribution statistics has also been produced from time to time by another ILO unit.⁶

Methodological information

24. In order to guide users about the statistics in the above publications, the Bureau prepares and disseminates detailed methodological descriptions of the national sources of these statistics. The *Sources and Methods: Labour Statistics* series was introduced in 1980 and gives details on coverage, definitions, computation methods and other relevant characteristics of the published statistical series. Ten volumes dealing with different data sources have been issued to date⁷, and are also linked to the national series on the ILO's statistical Web site, LABORSTA. The series not only provides valuable information to users to assess the published statistics, especially with respect to issues of comparability, but is also a rich source of material for developing international standards. In addition, they serve as examples of practices for countries wanting to start their own data production.

LABORSTA

25. LABORSTA is the ILO's main statistical database. It is the set of all "*ILO statistical databases covering all subjects for which the ILO is a custodian under the UN system.*"⁹ It contains, in addition to the nine major areas covered by the *Yearbook*, the statistical series presented in the *Bulletin*, the results of the October Inquiry and the estimates and projections of the economically active population. In 1999, a Web-based application of LABORSTA was launched, baptised LABORSTA-Web. It links the published statistics with the accompanying methodological data from the *Sources and Methods* series as well as the international guidelines. The application allows users to select, view, print and download data and the relevant metadata for the main topics of labour statistics free of charge. This is proving to be a popular ILO product, with about 16,000 visits each month. The address for the Web site is: **laborsta.ilo.org**

Other databases

26. The Bureau maintains other databases that are updated depending on demand and resources. They include:

- *SEGREGAT*: statistics on male and female employment by detailed occupational groups
- *INFORMAL SECTOR EMPLOYMENT*: classified by sex and urban-rural area
- *LABMINW*: information on statutory minimum wages as from 1980, drawn from national statistical publications
- *HIES*: data on household income and expenditure
- *UNION*: statistics on trade union membership as from 1980, drawn from national statistical publications, along with information about the data sources
- *PSEDB*: statistics on total employment, employment in the private sector and in the public sector, by sex, type of institutional unit, by level of government and economic activity; for years close to 1985, 1990, 1995, and for 1996 to 2000
- *LABISCO*: Database for occupational distributions and for titles coded to ISCO-88 and ISCO-68

Key Indicators of the Labour Market (KILM)

27. The Bureau of Statistics collaborates with the ILO Employment Sector to produce a set of key indicators relating to the labour market⁹, which are published in printed form, as well as on CD-ROM. They are also available on the ILO's Web site, for a charge¹⁰.

Bureau of Statistics' Web-site

28. Information about the Bureau, including its structure, objectives, major activities, publications (priced and free), databases, international standards, meetings and contact can be found at the Bureau's web-site: **www.ilo.org/stat**

29. The main instruments for policy guidance in labour statistics are the International Conferences of Labour Statisticians (ICLS), which have been convened by the Governing Body of the ILO roughly every five years since 1923. Participants include labour statistics specialists from governments, mostly from ministries of labour and central statistics agencies, and as well as from employers' and workers' organizations. Observers from regional and international organizations and various interest groups also attend.

30. Each ICLS makes recommendations on selected topics of labour statistics in the form of resolutions and guidelines, which are then approved by the Governing Body of the ILO and become part of the set of international standards on labour statistics. The recommendations usually relate to concepts, standard definitions, classifications and other methodological procedures that are approved as representing good practice in the particular fields and, when used by national producers, increase the likelihood of having internationally comparable labour statistics as well as comparability across time within country. The publication, *Current International Recommendations on Labour Statistics* (ILO, Geneva, 2000) contains the full set of standards currently in force as well as the Labour Statistics Convention (160) and Recommendation (170). They can also be found on the Bureau's Web site in English, French, Spanish and Portuguese.

Seventeenth International Conference of Labour Statisticians (ICLS), 2003

31. The Seventeenth International Conference of Labour Statisticians took place from 24 November to 3 December 2003 in Geneva. The report of its proceedings will shortly be available on the ILO Web site. Two major new standards were adopted: on household income and expenditure statistics and on consumer price indices.

32. The Conference's recommendations for the ILO's future work in these two areas consist in:

- supporting countries in the implementation of the ICLS resolutions and the production of statistics of household income and expenditure (HIES) and consumer price indices (CPI);
- producing, along with other organizations, a technical guide to assist countries in implementing the HIES recommendations;
- participating in a City Group to be set up on household expenditure statistics, to further research into difficult conceptual and measurement areas that still exist;
- building up ILO's research capabilities in price statistics.

33. In the course of its work, the Conference established six Working Groups to deal with specific issues: the updating of the International Standard Classification of Occupations (ISCO-88); informal employment statistics; decent work indicators; social dialogue: statistics on trade unions and collective bargaining; gender mainstreaming in labour statistics; and working time statistics. It adopted the resolution proposed by one of the Groups, which requests the Governing Body of the ILO to ensure that the ILO, as the custodian of ISCO-88:

- has the capacity to update this classification by the end of 2007 for the results to be available for use in the 2010 round of national population censuses, and
 - develops mechanisms, including consultations with national agencies and convening a Meeting of Experts, to make appropriate recommendations to the Governing Body.
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34. The Working Group on Informal Employment agreed on the usefulness of complementing statistics on employment in the informal sector with statistics on informal employment. Guidelines concerning a statistical definition of informal employment were endorsed by the Conference. These guidelines provide a basis for the ILO to give follow-up to the request made by the 2002 International Labour Conference to assist countries in the collection, analysis and dissemination of statistics on the informal economy.

35. The Working Group on Decent Work Indicators emphasized the need for more clarity on the underlying concept of decent work and the need for collecting such data, using various data sources. It encouraged the ILO to carry out more conceptual and empirical work on this topic and requested the preparation of a comprehensive report for submission to the Eighteenth ICLS. The Conference endorsed these recommendations and requested the ILO to convene a tripartite Meeting of Experts prior to the next ICLS, which should include discussion of indicators of social dialogue.

36. The Working Group on Gender Mainstreaming in Labour Statistics agreed that gender mainstreaming should permeate the entire statistical system and should occur from the design of the statistical instruments through to the dissemination of the statistics. A checklist of good practices for mainstreaming gender was endorsed by the Conference. The Conference also requested that gender issues be considered in all aspects of ILO's developmental work on labour statistics, as a core principle of this work.

37. The Working Group on Working Time Statistics unanimously agreed on the need to revise the current international statistical standards on working time, with particular emphasis on three issues: establishing definitions, collecting the information, and presenting the resulting statistics. The Conference recommended that future work in this area should include a tripartite Meeting of Experts prior to the presentation of a draft resolution to the Eighteenth ICLS. It also recommended that child labour statistics should be a topic for standard setting at the next ICLS.

38. The 17th ICLS identified other areas for developmental work, such as labour under-utilisation and labour demand, social security statistics, training statistics, statistics on international labour migration, statistics on workers with disabilities and labour accounting systems. It requested the ILO to continue its work on wages and employment-related income (including the updating of the *October Inquiry*), its programme of printed publications and its technical assistance to countries. The Conference noted that adequate resources, both human and financial, would be required to implement all the recommended activities.

39. For the first time, in 2003, a special workshop was organized by the ILO in preparation for the 17th ICLS. From experience in previous conferences, participants from developing countries are unable to fully participate in discussions at the Conferences due to inadequate representation as funds are generally lacking; and insufficient familiarity with the key issues due to prior unawareness of proposals. The first workshop was attended by English-speaking labour statisticians from the Africa region, and organized by the Bureau of Statistics in partnership with relevant ILO field structures. The main decision issues likely to come up at 17th ICLS were presented to and discussed with the national labour statisticians, and as a result they were able to participate more effectively at 17th ICLS.¹¹

Technical cooperation, technical assistance and training

40. From early on, the ILO recognised the need to promote the production of labour statistics as essential tools for the preparation, implementation and assessment of economic and social policies and programmes. To achieve this, good statistical standards are required but it is also necessary for member States to know how best to apply these standards. The Bureau has therefore engaged in a process of developing technical manuals, which supplement and elaborate the various standards.¹² Many articles, papers and other publications have also been produced on specific topics.

41. In addition, the Bureau provides technical advice on the application of the standards and related matters at the request of member States at all levels of statistical development. This is done on occasion by correspondence (e-mail, fax, letter, telephone) but often also by visits of ILO staff to countries or from officials in countries to the ILO, and through longer term technical cooperation projects.¹³

42. Training in the application of standards and the use of manuals is an essential complement of technical advisory activities. The Bureau organizes training courses and seminars as part of technical cooperation projects, at national, sub-regional and international levels, and also participates in the training activities of other institutions, such as the Munich Centre for Advanced Training and the Statistical Institute for Asia and the Pacific. The Bureau's own courses take place at the ILO Training Centre in Turin, Italy. Staff of the Bureau are responsible for developing their training material, giving the lectures and conducting practical exercises. A comprehensive training compendium is currently being produced in modular form, based on the materials used in these courses.¹⁴

Inter-Agency Collaboration

43. Apart from participating at meetings such as the UN Statistical Commission and the former ACC Sub-Committee on Statistical Activities, the Bureau of Statistics is engaged in both bilateral and multi-lateral relationships with other international agencies in (a) coordinating the collection of labour statistics and related information from countries and exchanging the data collected so as to minimize the burden on these countries (e.g. with EUROSTAT, UN Statistics Division, IMF, World bank, FAO); (b) developing international standards, producing manuals and working on improvements in methodological issues (with City Groups, IMF, OECD, World Bank, EUROSTAT, UN Economic Commissions, etc.); and (c) ensuring consistency between the different components of the international statistical system through the use of coherent concepts, definitions, classifications etc.(e.g. between SNA and standards in employment statistics). These activities are carried out through direct contacts, networking, formal agreements and coordinating bodies.

Statistical Development and Analysis Unit

44. The ILO is now engaged in a process to develop a measurement framework for decent work, which will enable analysts to not only measure decent work and progress towards decent work but also examine the relationships between decent work, poverty and economic performance. This is the first major activity of the Unit, the results of which are described in a paper titled *Measuring Decent Work with Statistical Indicators*¹⁵ (see also paragraph 49).

Other ILO units

45. A number of other units in the ILO are also engaged in the implementation of statistical activities related to their main functions. One of the largest is the **Statistical Information and Monitoring Programme on Child Labour (SIMPOC)**, which is based in the *International Programme on the Elimination of Child Labour* (IPEC). Using survey methods originally developed in the Bureau of Statistics, SIMPOC is conducting child labour surveys in a large number of countries.¹⁶ The Programme is developing a database of child labour statistics.

46. The work of the **Key Indicators of the Labour Market (KILM)** Team of the Employment Strategy Department, in collaboration with the Bureau, has already been mentioned. The Team is establishing a Web-based worldwide network of Labour Market Indicators Library (LMIL) into or from which countries; ILO units in the field and Headquarters as well as other institutions can put and extract data.

47. Other units involved in developing methodology and collecting and disseminating statistics (often in collaboration with the Bureau of Statistics and/or the Statistical Development and Analysis Unit) include:

- **In-Focus Programme on Skills, Knowledge and Employability:** lifelong training; employment situation of persons with disabilities
- **In-Focus Programme on Boosting Employment through Small Enterprise Development:** small enterprises
- **InFocus Programme on Safety and Health at Work and the Environment:** regional and global estimates of work-related injuries and fatalities
- **In-Focus Programme on Socio-economic Security:** household surveys on people's security and enterprise labour flexibility surveys
- **Migration Branch:** international migration of workers
- **Social Security Department:** statistics on social security
- **InFocus Programme on Social Dialogue, Labour Law and Labour Administration:** trade union membership and collective bargaining coverage
- **Sectoral Activities Department:** labour-related in 22 activities, for which data are either drawn from LABORSTA or specially collected in preparation for one of its meetings
- the ILO field structure, especially the sub-regional **Multi-disciplinary Advisory Teams:** of technical advisory services and the establishment and maintenance of sub-regional statistical databases

CURRENT DEVELOPMENTS IN LABOUR STATISTICS IN THE ILO

48. The following section describes the major developmental work on labour statistics currently being carried out in the ILO. It is organized according to the four main sectors of the ILO following the Decent Work framework. Shown first are the areas cutting across the work of the whole of the ILO:

Crosscutting objectives

Decent work indicators

49. There are six dimensions implicit in the concept of Decent Work. The first two (opportunities for work and freedom of choice of employment) are concerned with the availability of work and the acceptable scope of work. The other four (productive work, equity, security and dignity at work) relate to the extent to which the work is decent.

50. Two central considerations determine the work on building statistical indicators on Decent Work. First, the situation of the poorest and most vulnerable groups is of particular concern in the decent work approach. Therefore the indicators should, where relevant, allow for distributions and the identification of the least well off rather than averages. Second, it is the actual situation that people face that is important, so the indicators should relate to real outcomes and conditions, rather than those covered in legislation, for example.

51. Based on the framework described above, a set of 29 statistical indicators has been identified as a first stage proposal for consideration initially within the ILO. The indicators are organized under ten headings, supplemented by an eleventh concerning the economic and social context in which Decent Work should be analysed. Each heading is intended to represent a characteristic of work that individuals from around the world would consider as a key element of decent work. The 29 indicators are:

Indicators relating to employment opportunities:

- 1 Labour force participation rate
- 2 Employment-population ratio
- 3 Unemployment rate
- 4 Youth unemployment rate
- 5 Share of wage employment in non-agricultural employment

Indicators relating to work that should be eliminated or abolished

- 6 Percentage of children not at school
- 7 Percentage of children in wage or self-employment
- 8 Percentage of employment with low pay rate
- 9 Average earnings in selected occupations

Indicators relating to decent hours

- 10 Percentage of employment with excessive hours of work
- 11 Time-related underemployment rate

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Indicators relating to stability and security of work

- 12 Percentage of employed persons with job tenure of less than one year
- 13 Percentage of employees with temporary work
- 14 Ratio of the employment rate for women with children under compulsory school age to the employment rate for all women aged 20-49

Indicators relating to equal opportunity and treatment in employment

- 15 Occupational segregation on the basis of sex
- 16 Ratio of the female share of employment in managerial and administrative occupations to the female share of non-agricultural employment

Indicators relating to safe work environment

- 17 Fatal occupational injury rate per 100,000 employees
- 18 Number labour inspectors per 100,000 employees or covered employees
- 19 Occupational injury insurance coverage
- 20 Public social security expenditure (percent of GDP, separately for total, health services, and old-age pensions)
- 21 Public expenditure on needs-based cash income support (percent of GDP)
- 22 Beneficiaries of cash income support (percent of poor)
- 23 Share of population over 65 benefiting from a pension
- 24 Share of economically active population contributing to a pension fund
- 25 Average monthly pension expressed as a percentage of median/minimum earnings

Indicators relating to social dialogue and workplace relations

- 26 Union density rate
- 27 Collective wage bargaining coverage rate
- 28 Days not worked per 1,000 employees

Indicators relating to the economic and social context of decent work

- 29 Informal economy employment

52. In addition, to consider the economic and social context within which decent work occurs, certain general indicators are proposed: output per employed person at purchasing power parity (PPP) prices; growth of output per employed person in all branches of economic activity and separately in manufacturing; inflation as measured by the consumer price index where available; education of the adult population as measured by the adult literacy rate and the adult secondary school graduation rate; the composition of employment by economic sector - agriculture, industry and services; income inequality as measured by the ratio of the top 10 per cent to the bottom 10 per cent of households in the income or consumption distribution; and poverty measured in terms of the percentage of the population subsisting on less than \$1 per day or less than \$2 per day.

53. In the process of measurement and analysis that will follow in the next few years, certain indicators may no doubt be eliminated as non-informative, too complex or for other reasons, and others may be added to cover uncharted or particularly sensitive topics such as freedom of association and social dialogue (see also paragraph 33).

World and regional estimates

54. The ILO has been experimenting with several methods for producing world and regional estimates of key labour variables. One method, applied for estimating world unemployment¹⁷ and estimating the number of children at work in the world¹⁸, borrows from sampling theory and estimates the world aggregate on the basis of a carefully selected sample of countries, chosen to mimic a stratified random sample, with probability of selection proportional to the size of the labour force. An alternative method, applied for estimating world and regional employment level¹⁹, unemployment rate and employment-population ratio²⁰, is based on missing value theory and attempts to impute values for countries without the necessary data by using regression-type models in which size of population or gross domestic product are correlated variables. In addition, other ad hoc methods have been developed for making world and regional estimates based on incomplete data, such as estimates of fatalities caused by work-related diseases and occupational accidents. Under the auspices of the ILO Advisory Group on Statistics, guidelines are being developed for the production and dissemination of world and regional estimates of major labour phenomena.

Millennium Development Goals (MDGs) indicators

55. The United Nations Millennium Summit, 2000, agreed to a set of eight measurable goals and related targets on combating poverty, hunger, disease, illiteracy, environmental degradation and discrimination against women. These Millennium Development Goals (MDGs) with their 18 targets and 48 indicators are to provide a coherent framework for the entire UN system to work together, to be assessed in an annual report of the Secretary-General to the UN General Assembly on progress towards achieving these goals at the regional and global levels. A parallel process is taking place at the country level also to monitor their implementation there.

56. The ILO is responsible for two indicators: Indicator 11 *Share of women in wage employment in the non-agricultural sector*, directly under Goal 3: “Promote gender equality and empower women”; and Indicator 45 *Unemployment rate of 15-to-24-year-olds, each sex and total*, within Target 16 “In co-operation with developing countries, develop and implement strategies for decent and productive work for youth”, under Goal 8: “Develop a global partnership for development”. The Bureau of Statistics, in collaboration with the Employment Sector's Key Indicators of the Labour Market (KILM) team, has provided statistics as from 1990 for use in computing these indicators for regional and global levels. Indicator 11 is calculated as the number of women in non-agricultural paid employment divided by the total number of persons in paid employment in the non-agricultural sector. Indicator 45 is calculated as the number of youths (age 15-24) who are unemployed as a proportion of all youths in the labour force. Both datasets are derived from official national statistics. Estimation procedures were used to obtain missing values in country-level time series and to prepare regional estimates.

Gender mainstreaming in labour statistics

57. The ILO, as an organization dedicated to fundamental human rights and social justice, considers gender equality one of its core principles. Governments have also made strong commitments to the 1995 Beijing Platform for Action²¹, which establishes a strategy to promote gender equality in areas that have a direct impact on the well being of men and women in the

world, including poverty, human rights, the impact of macro-economic policy and globalization. To implement, monitor, analyse and evaluate the situation of men and women and their interrelations in all these areas requires up to date and reliable statistics. This was recognized by the Beijing Platform itself, which called for countries and international organizations to collect and analyse statistics that reflect issues of importance to women and men in society²².

58. Labour statistics that reflect gender concerns will enable users to understand and analyse the differences and interrelationships between men's and women's work activities and conditions and the extent to which they are rewarded for their work, in the context of their personal and family situation, as well as other factors that may help explain any differences. More is needed than the conventional labour statistics disaggregated by sex. The statistics need to relate to topics relevant to both women and men, cover and adequately describe all workers, their characteristics and their work situations, provide sufficient detail to reveal whether there are gender differences, and be disaggregated by explanatory variables relating to, at least, the personal and family context of workers, given the importance of these in determining labour market possibilities and behaviour. Therefore, for national labour statistics to properly reveal gender issues:

- the types of statistics produced should contribute to the understanding of men's and women's position and interrelations in the labour market;
- the definitions and classifications used should be sufficiently complete and detailed so that they reflect the different work situations of all participants, men and women, in the labour market;
- measurement methodologies should be designed so that these particular work situations are clearly and consistently identified and distinguished; and
- dissemination practices should present statistics in such a way that differences, similarities and interrelationships between men and women, as well as the factors causing them, are as much as possible made evident.

Proposal for good practices that take these concerns into account were discussed at the 17th ICLS, which endorsed a checklist for good practices in gender mainstreaming (see paragraph 34 above).

Classifications

International Standard Classification of Occupations (ISCO-88)

48. Over the past 15 years, most of the Bureau of Statistics' work in connection with ISCO-88 has concentrated on general methodological issues concerning the development, and the use and updating of statistical classifications, including the provision of advisory services to more than 60 countries and territories. The Bureau has provided advice for the development of common regional classifications in the European Union, the Commonwealth of Independent States and for the ILO/UNDP Asian Regional Programme on International Labour Migration.

49. A number of working papers and articles have been produced on a number of elements including: (a) how to map effectively from a national classification of occupations to ISCO-88, (b) how to develop national classifications of occupations, (c) how to collect and process occupational information for effective and reliable coding, (d) national practices with the development and use of national occupational classifications, (e) the role of ISCO-88 and ICSE-

93 when comparing different national occupational and social structures, and (f) general methodological issues of concern to custodians of statistical classifications²³.

50. When ISCO-88 was adopted, it was hoped that stability in the classification's basic structure and principles over a long period help to ensure that occupational consequences of the continuous changes in technology and work organization could be accommodated through an up-dating process within and by extension of the established structure. Systematic work to up-date and extend ISCO-88 has been modest, most activities being devoted to providing technical guidance and assistance. A Web site designed to facilitate communication between the ILO as custodian of ISCO-88 and the users of this and other ILO classifications was started in 2003, with the aim of reflecting the advisory services provided by the ILO. It will include sections on FAQs, up-dated definitional descriptions and proposals for extensions to the ISCO-88 structure, a discussion forum, links to corresponding national sites and to sites of other international standard classifications used for labour statistics. The UN Statistical Commission also suggested the creation of a Technical Subgroup to assist in the ISCO revision.

51. Work is under way to update ISCO-88, as recommended by the 17th ICLS (see paragraph 33 above).

International Classification of Status in Employment (ICSE-93)

52. The 16th ICLS in 1998 discussed the results of a review of experience gained in applying the Classification adopted by the 15th ICLS in 1993. It requested both countries and the ILO "... to initiate studies into the nature and growth of different forms of contractual arrangements in the labour market"²⁴. ILO collaborated with the UNSD to provide guidance on how to implement effectively a 'status in employment' variable that is both relevant to national circumstances and consistent with the UN Census Recommendations²⁵.

53. Two recent ILO initiatives may provide some guidance on how and in what direction it may be possible to develop improved instruments to produce statistics on contractual situations in the labour market. First, at its 90th (2002) Session the International Labour Conference (ILC) discussed a report on *Decent work and the informal economy*²⁶, including a definition of the 'informal economy'. Further elaborations of the categories identified in ICSE-93 would seem relevant in order to arrive at improved statistics for the informal economy. Second, at its 91st Session (2003), the ILC will discuss a report on *The employment relationship*²⁷ that provides a comprehensive review of the employment relationship worldwide and of the global problem of dependent workers whose status of employment is unclear. A systematic analysis of the material summarized in the Report, particularly some of the national studies prepared for it, may help to identify situations for which it would be important to have statistics. The topic was discussed at the 17th ICLS.

Place of work

54. "Place of work designates two important characteristics of employment frequently collected in labour force surveys and population censuses: (1) the geographic location of the place of work, i.e. the variable that is recommended for population and housing censuses, and (2) the type of physical location where the work is done, e.g. on the street, in a factory or office, etc. No international recommendations exist for the latter variable; and although many countries collect information on this topic. However, the data have not often been used for in-depth analyses of whether there are any significant methodological issues involved in defining and distinguishing relevant 'place of work' situations. In a project undertaken for UNDP²⁸, the role that this variable can play in the identification of 'home workers' and 'street workers' was investigated. Participants at a recent meeting of experts, which examined experience from five countries (Bolivia, Colombia, Jordan, Mexico and South Africa), recommended that "an appropriate typology of "place of work" should be developed based on a conceptual framework" and encouraged other countries to undertake similar studies. These recommendations were seconded by a meeting of the Delhi Group. The 17th ICLS was asked to give its views on the recommendations.

Implementation of economic classifications

55. Economic characteristics for the population are among the most important variables in population censuses. They are also the least well captured, to a large extent because the UN and UNFPA census advisors tend to be specialists on demographic variables and have limited competence with respect to question formulations, response alternatives and coding procedures for the economic characteristics. To improve the situation ILO and UNSD together have prepared a technical report providing guidance on how to implement effectively and reliably the UN Census Recommendations on economic characteristics. The guidance given in this report should be made available to countries that currently are preparing for census operations. A training seminar on economic characteristics in population censuses is also being organized to take place later this year for officials from national statistical offices in French speaking countries in the Africa region. The objective is to assist the countries represented in ensuring that employment and other economic characteristics will be covered reliably and efficiently in the up-coming Population Census and in improving the range of variables and tabulations on economic characteristics available from the census, as compared with last census.

Data quality assessment framework

56. In cooperation with the Statistics Department of the International Monetary Fund, the Bureau of Statistics is currently developing a Data Quality Assessment Framework for Principal Labour Market Statistics (employment, unemployment and wages/earnings). The framework covers prerequisites of quality and the following five dimensions of quality: integrity; methodological soundness; accuracy and reliability; serviceability; and accessibility. Each dimension is broken down into several elements, indicators, focal issues and key points. Once it has been finalised, the framework will provide a comprehensive set of guidelines for employment, unemployment and wages/earnings statistics that includes the latest recommendations adopted by the ICLS and others on these topics.

Standards and Fundamental Principles and Rights at Work

Child labour statistics

57. The Statistical Information and Monitoring Programme on Child Labour (SIMPOC) was created in 1998 as an interdepartmental programme of the ILO International Programme on the Elimination of Child Labour (IPEC)²⁹. This was in response to the growing need for reliable, comparable and gender-sensitive data and information on child labour for research, programme design and monitoring, and advocacy purposes. Since 1998, SIMPOC has provided technical assistance for child labour data collection and analysis to more than 40 countries. It has also commenced the preparation of a set of guidelines on the measurement of child labour as requested by the 16th ICLS.

58. An External Advisory Committee (SEAC) was established in April 2003 in order (a) offer technical and strategic advice and guidance regarding child labour statistics; (b) help SIMPOC keep abreast of the latest research techniques in the field of social statistics and network with renowned institutions and experts; (c) advise SIMPOC on the development of a new and more needs-oriented product range; and (d) assist in the advocacy and promotion of SIMPOC work to give it greater visibility in the policy and research communities. The Committee's first meeting was held on 14-15 April 2003, and will meet twice a year. (For more information, see www.ilo.org/ipec/simpoc).

59. Over the last three years, SIMPOC has reviewed its household-based data collection instruments, and diversified data collection techniques, especially on the worst forms of child labour, with a view to making these instruments more robust for collecting quantitative and qualitative data on children's activities. This work would also permit the development of standards for consideration at an ICLS on measuring and quantifying children at work and hence facilitate comparability of data across countries. The 17th ICLS gave its views on this work, recommending that international standards in this area be developed for consideration at the 18th ICLS (see paragraph 37 above).

60. In November 1999, IPEC commissioned a study to develop "Indicators of Child Labour" aimed at assessing and understanding the incidence, causes, distribution and effects of child labour. The study also included an assessment of the adequacy of the then existing SIMPOC instruments. In parallel, a joint ILO/UNICEF Rapid Assessment Manual to collect qualitative information on child labour was produced (in January 2000) for collecting qualitative and descriptive information on the characteristics of working children, their families and communities at the local or micro-level, and especially covering the worst forms of child labour as defined in ILO Convention No. 182³⁰.

61. After a series of consultations within and outside the ILO, three new sets of questionnaires were produced in July 2002. These are: a standard household questionnaire, which seeks comprehensive information about child labour, relating it to family circumstances (causes) and schooling (impact), type of work and intensity (distribution and effects); a children's questionnaire, similar to the standard household questionnaire but addressed to children; and a core questionnaire, which covers the suggested minimum number of questions that can be administered (relatively cheaply) to obtain basic information about child labour.

62. For the past two years, the ILO has provided technical assistance to over 38 rapid assessments on the various worst forms of child labour, such as children in bondage, child domestic workers, children engaged in armed conflict, child trafficking, drug trafficking, hazardous work in commercial agriculture, fishing, garbage dumps, mining and the urban environment, sexual exploitation, and working street children. These studies have not only strengthened IPEC's knowledge base on the worst forms of child labour, but they have also contributed to improving data and information collection methods.

63. A technical seminar was held in Geneva, 11-13 December 2002 to: (i) validate and further develop the rapid assessment methodology based on field experiences in investigating worst forms of child labour; and (ii) discuss and define ways to make use of the rapid assessment findings in awareness raising, programme design and policy making. The outcome of this seminar will be used to further refine the Rapid Assessment Manual.

64. In addition, over the last two years, SIMPOC has provided technical support for implementing baseline surveys, covering a mix of quantitative and qualitative methodologies, to identify target groups and to develop, monitor and evaluate projects. Data on the target working children, their families, employers and communities were generated for sector-specific or geographic-specific programmes.

Forced labour

65. Forced labour persists in its various forms as a serious violation of human rights across the world. National governments urgently need good information on the extent of forced labour if they are to monitor its prevalence and devise effective policies to combat it. However, no reliable estimates of its incidence exist. The second global report on the elimination of forced labour, to be presented by the ILO Director-General to the ILC in 2005 under the follow-up to the Declaration on Fundamental Principles and Rights at Work, aims to contain such estimates.

66. While the legal definition of forced labour is fixed in ILO Conventions and other international instruments, for measurement purposes it will be necessary to define more easily observable criteria that might be used as direct or indirect indicators of the existence of a forced labour situation. The primary issue that complicates the measurement of forced labour is its essentially illegal and sometimes criminal nature. Research in this area will be difficult, perhaps even dangerous, as deliberate efforts will be made by both the perpetrators and the victims to avoid detection. In addition, forced labour is not distributed evenly over a country's territory or across economic activities, and usually represents only a small proportion of the total labour force, so that sample surveys, such as labour force surveys, may not be appropriate sources. Furthermore groupings of countries that show similar patterns of incidence of forced labour need to be established, so that regional and global estimates may be set up on the basis of a limited number of national surveys.

67. The ILO's Special Action Programme to Combat Forced Labour is currently undertaking exploratory research with partners in a number of countries, using qualitative rapid assessment methods as well as more formal questionnaire-based approaches for measuring forced labour. This includes work in Pakistan on bonded labour, in Brazil on abusive recruitment and employment practices, in West Africa to investigate the possible existence of different forms of

forced labour, and in Europe on forced labour linked to trafficking. The ILO's Social Finance Programme also has experimented with a variety of survey methods, primarily addressing vulnerability to debt bondage, rather than its incidence. This research will generate experience on which future work to develop reliable statistics will be built.

Employment

Informal Sector

68. A database with official national statistics on employment in the informal sector was established in 1998, and updated in 2001 and 2003, to meet increasing users demand for such statistics. It was used to prepare an *ILO Compendium of official statistics on employment in the informal sector* as background for the discussion on *Decent work and the informal economy* at the 90th Session (2002) of the International Labour Conference (ILC). The database also serves as a source for the ILO Key Indicators of the Labour Market (KILM), and to support the work of the Delhi Group on Informal Sector Statistics.

69. The need for more and better statistics on the informal economy was emphasized repeatedly. at the ILC in 2002 in its discussion of the report on *Decent work and the informal economy*. A prerequisite for collecting statistics on the informal economy is the development of an operational definition. The report discussed at the ILC 2002 considered the informal economy as comprising (i) employment in the informal sector and (ii) other forms of informal employment (i.e. informal employment outside the informal sector). A conceptual framework for the informal economy was developed as part of the report, building on internationally agreed statistical definitions. Employment in the informal sector' and 'informal employment' refer to different aspects of the 'informalization' of employment and to different targets for policy-making. The concepts need clear so as to avoid confusion, which may arise if different observation units involved (enterprises and jobs) are not distinguished.

70. The 15th ICLS defines the informal sector in terms of characteristics of the production units (enterprises) in which the activities take place (enterprise approach), rather than in terms of the characteristics of the persons involved or of their jobs (labour approach). A proposal for defining informal employment was made in the report to the 2002 ILC as follows: the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, or as the total number of persons engaged in informal jobs during a given reference period.

71. The purpose of the conceptual framework was to relate the enterprise-based concept of employment in the informal sector in a consistent manner with the job-based concept of informal employment, and thereby extend the former concept to a broader one. The framework, outlined in the figure below, was discussed at the 17th ICLS (see paragraph 32 above).

Production units by type	Jobs by status in employment								
	Own-account workers		Employers		Contributing family workers	Employees		Members of producers' cooperatives	
	Informal	Formal	Informal	Formal	Informal	Informal	Formal	Informal	Formal
Formal sector enterprises					1	2			
Informal sector enterprises ^(a)	3		4		5	6	7	8	
Households ^(b)	9					10			

- (a) As defined by the 15th ICLS (excluding households employing paid domestic workers).
- (b) Households producing goods exclusively for their own final use and households employing paid domestic workers.
- (c) Cells shaded in dark grey refer to jobs that by definition do not exist in the type of production unit in question. For example, there **cannot** be contributing family workers in household non-market production units. Cells shaded in light grey refer to jobs which **can** be found in the type of production unit in question, but which are not relevant to informal employment. Examples are own-account workers and employers owning formal sector enterprises, employees with formal jobs in formal sector enterprises, or members of formally established producers' cooperatives. The remaining un-shaded cells refer to types of jobs that represent different segments of informal employment. Each of these cells can and should be further disaggregated to identify specific types of jobs or production units for analysis and policy-making.

71. According to this framework, informal employment comprises the following types of jobs:

- Own-account workers and employers who have their own informal sector enterprises (Cells 3 and 4).
- Contributing family workers, irrespective of whether they work in formal or informal sector enterprises (Cells 1 and 5).
- Employees who have informal jobs, whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households (Cells 2, 6 and 10).
- Members of informal producers' cooperatives (Cell 8).
- Persons engaged in the own-account production of goods exclusively for own final use by their household (Cell 9).

72. Employment in the informal sector encompasses the sum of Cells 3 to 8. Informal employment encompasses the sum of Cells 1 to 6 and 8 to 10. The sum of Cells 1, 2, 9 and 10 may be called informal employment outside the informal sector, of which Cell 2 (employees with informal jobs employed by formal sector enterprises) tends to generate the largest interest among researchers, social partners and policy-makers.

Demand for labour

73. Statistics on imbalances in the demand for labour have never been discussed at an ICLS and are not compiled by many national statistical offices. However, developments in countries have indicated that there is an important demand for such statistics, and in a significant number of countries initiatives have been taken to initiate surveys of the demand for labour. Almost all OECD countries have surveys of this type, covering a significant part of their labour markets. However, interest in such statistics is not limited to these countries is demonstrated by the Labour Demand Survey conducted in Yemen in 2002 with technical support from the ILO.

74. The experience gained in countries having undertaken surveys on imbalances on the demand side or ‘vacancies’ have demonstrated that two different concepts would be relevant: “job openings” and “unmet demand”. Job openings correspond to ‘job seekers’ on the supply side in the labour market, while unmet demand corresponds to ‘unemployed persons’. There is good reason to expect that a substantial amount of national experience with different types of surveys and from countries at different stages of development will become available in the coming years.

Training

75. When discussing the report on "*Training for employment: Social inclusion, productivity and youth employment*"³¹ in 2000, the International Labour Conference gave the ILO the mandate to create a database with information on national investments in training. Realizing that this database also would have to include available, relevant statistics, the ILO InFocus Programme on skills, knowledge and employability (IFP/SKILLS) supported by the Bureau of Statistics has undertaken two activities that are designed to supplement the pioneering work that OECD and EUROSTAT are doing to develop improved statistics on training and life long learning.

76. To get an understanding of the availability of national statistics on expenditures and participation in training and life long learning activities a request for information was sent to 23 selected non-OECD countries with relatively good statistical systems. The replies showed that, even in such countries statistics in this area are rather limited, although statistics on participation were better than those on expenditures.³² To determine the extent to which employers in non-OECD countries can answer questions concerning their investments in training of staff, a questionnaire was sent to employers in 23 countries. Again the objective of this exercise was diagnostic rather than to provide realistic estimates of the extent of training activities undertaken by employers in the selected countries.

77. The ILO will follow closely the methodological work undertaken by these organizations, to ensure that as far as possible the survey instruments, definitions and classifications that are developed can be adapted to the circumstances and capacities that exist in non-OECD countries.

International labour migration statistics

78. In September 1999 the ILO International Migration Programme launched an experimental International Labour Migration (ILM) Database. The objective was to systematically collect and disseminate important statistical information related to international labour migration through the Web by maintaining it as an online database at the address:

<http://www.ilo.org/public/english/protection/migrant/ilmdb/index.htm>

79. The ILM database consists of 13 tables on migration-related labour statistics, covering flows and stocks of emigrants and immigrants, and a profile of migration by gender, origin/destination, employment status, occupation and economic activity. They provide for inclusion of time series data from 1986 onwards, and currently cover 86 countries, including all OECD countries except Iceland. To the extent possible the statistics are obtained through cooperation with other regional and international agencies, in particular EUROSTAT and OECD. They are currently limited to statistics on regular (documented) migrant workers, as few countries can provide reliable estimates on irregular (undocumented) migrant workers.

80. Advisory services and training in the collection and analysis of statistics on international migrations have also been provided to a number of countries in recent years, particular in the transition countries.

Labour accounting

81. The ILO's work on a Labour Accounting (LAS) was used as basis for presenting a report to the thirty-second session of the UN Statistical Commission in 2001 as a supplement on relevant labour statistics to the *Tourism Satellite Account (TSA)* to the UN *System of National Accounts (SNA)*³³. A presentation of the LAS has also been incorporated into the *Handbook on Social Accounting Matrices* that is being prepared by a Working Group reporting to EUROSTAT. A handful of countries has informed ILO that they have established on-going programmes to prepare statistics for the labour market that integrates information originating from different sources, but few appear to publish these estimates regularly. The ILO expects to continue following national work in this area, hoping to draw on the experiences gained to improve the current LAS framework and to see whether (i) it can be expanded to include activities such as training; and (ii) the same basic principles can usefully be applied when trying to enhance the usefulness and coherence of available statistics in other areas.

Employment situation of persons with disabilities

82. Over the past few decades, many governments have introduced measures to promote employment opportunities for people with disabilities. Different types of legislation have been established, with the ILO providing information, assistance and advice to governments, employers' and workers'. Efforts have focused up to the present on establishing appropriate legislation, but attention is now turning towards the impact of the legislation on employment opportunities for people with disabilities. This question is central to the broader social and political rights of disabled people, which are closely linked to their economic empowerment.

83. The Bureau of Statistics, in collaboration with the ILO InFocus Programme on Skills, Knowledge and Employability, has launched a project to analyse the existing national statistics on

workers with disabilities. This analysis covers both the structure and the underlying definitions and methods of such statistics. In order to have an overview of the different approaches that now exist, a questionnaire was sent in early 2003 to countries known to be compiling statistics of disabled workers and those with plans to establish these statistics. The questionnaire aimed to collect information about the availability of statistics on the employment situation of persons with disabilities and the methods used by countries to compile them. The data collected have been compiled into a compendium, with a view to determining the different types of approach used by countries, which will be used in developing eventual ILO guidelines for countries that are setting up or improving their statistics in this field. The issues identified in the work, in particular the definitions and classifications used, were presented to the 17th ICLS.

Social Protection

Consumer price indices

84. One of the major topics for standard setting at the 17th ICLS was the revision of the 14th ICLS (1987) resolution on consumer price indices (CPI), for which the developmental work has been carried out by the Bureau of Statistics. The need to review, update and further develop the international standards on CPIs was expressed at the 16th ICLS (1998). Since 1987, a considerable amount of work on the methodology of price indices has been undertaken at the international level as the result of the formation of the International Working Group on Price Indices, known as the Ottawa Group, established under the auspices of the UN Statistical Commission. Research projects have also been carried out by a number of countries, particularly in order to assess the presence and size of upward bias in CPI measurement. Within the European Union, a Harmonized Index of Consumer Prices has been developed, and is used as the inflation indicator of setting the monetary union interest rate. These discussions and research generated a wealth of material for a better understanding of the meaning and limitations of the CPI, as well as calls for a revision of the existing international standards on CPI. An Intersecretariat Working Group on Price Statistics (IWGPS)³⁴ was established in 1998 with a mandate to revise the international standards, in particular the ILO manual on CPI, and to coordinate the efforts of the major organizations concerned with CPI.

85. A Tripartite Meeting of Experts on the topic was convened by the Governing Body of the ILO in October 2001, whose conclusions were taken into account in the preparation of the final proposals for consideration by the 17th ICLS³⁵.

86. In parallel with this, the Bureau of Statistics has, as part of the IWGPS, undertaken additional developmental work to revise the 1989 ILO manual on CPI. The need to revise, update and greatly expand the ILO manual was gradually recognized and accepted during the late 1990s. The revised CPI manual produced by the IWGPS³⁶ provides considerably more detail, information, explanation and rationalization of CPI methodology and the relevant economic and statistical theory than can be included in the new CPI resolution. It also presents an overview of conceptual and theoretical issues that should be considered when making decisions on the various problems in the daily compilation of the CPI. The manual documents different practices currently in use and points out alternatives to existing practices whenever possible, along with their advantages and disadvantages. The electronic version on the Web is intended to be a "living document", which will be amended over time to address emerging issues in the future.

Household income and expenditure

72. The second major topic for standard setting at the 17th ICLS was the revision of the 12th ICLS resolution (1973) on household income and expenditure surveys. This revision was prompted by the need for more relevant and up-to-date guidelines for producing data that meet a variety of requirements. Information on consumption expenditure is essential for the compilation of consumer price indices, for identifying the goods and services that should go into the basket and for deriving the component expenditure shares for the categories of these goods and services which are used as weights. Data on the economic resources available to households are important for assessing levels and trends in the well being of the population. Income and expenditure statistics are also used for formulating, implementing, monitoring and evaluating the impact of economic and social welfare policies. They serve as a basis for estimates of components of the household sector in compiling national accounts, and are useful for other types of economic analysis, market research, and the analysis of nutrition and health, among other things.

73. New guidelines on employment-related income were adopted by the 16th ICLS in 1998, but these did not cover non-employment related income such as inter-household transfers. Other international and regional organizations, including the UNSD, EUROSTAT, and the World Bank, as well as national statistical agencies, have been involved in developing and promoting standards for statistics on household income and expenditure as well as supporting their application. The Canberra Group on Household Income Statistics produced guidelines on income distribution statistics that are particularly relevant to developed countries.

74. A Tripartite Meeting of Experts on the topic was convened by the Governing Body of the ILO in October 2001, which made recommendations on a number of issues, including the conceptual frameworks and operational definitions of income and of consumption, the statistical unit, coverage of the statistics, sources, valuation methods and classifications. The Meeting's conclusions were taken into account in the preparation of the final proposals that were examined by the 17th ICLS³⁷.

Working time

87. Statistics on working time are important in their own right as well as central to describe and analyse issues related to employment, productivity and working conditions, the relationship between employment and income as well as its effect on the overall quality of life. Current international standards on the measurement of working time date back to 1962, when the 10th ICLS adopted the *Resolution concerning statistics of hours of work*, which provides definitions for two concepts, namely, the "normal hours of work" and the "hours actually worked" applying to workers in paid employment and which cover a short reference period of one week. The measurement of hours worked (and not worked) has also been discussed at later ICLS, in connection with other subjects. The description and analysis of current patterns and trends in the hours people work around the world, however, increasingly require more comprehensive working time statistics than those covered in current international standards. Information on time not worked (or absence from work) is also needed to evaluate working conditions as well as to analyse variations in annual hours of work.

88. In view of this growing need, the 16th ICLS (1998) recommended to further develop the measurement of working time. Before that, the 15th ICLS in 1993 requested that the measurement of absence from work be the subject of international guidelines, which should be integrated within a framework for measuring working time as a whole.

89. National statistics on working time arrangements are not gathered by the ILO, but the two-yearly publication Key Indicators of the Labour Market (see above) contains national statistics on part-time employment and annual hours worked for a limited number of countries, compiled mainly by other international organizations (e.g., OECD, EUROSTAT).

90. Research in the Bureau of Statistics over the past decade has indicated at least three areas needing attention, which were discussed at the 17th ICLS:

(a) A revised definition and measurement methodologies for the production of statistics on hours actually worked during short as well as longer reference periods. The current international definition should be broadened to be relevant to all persons in employment, including the self-employed, by extending the content of each of the defining categories of working time to include all work situations, such as irregular, seasonal, work at home and unpaid work. Guidelines are needed on how to apply the revised definition in household-based surveys, including time-use surveys.

(b) New international definitions and methodologies for the measurement of other working time concepts, some of which are already being measured in countries. These include the hours usually worked, overtime hours, the hours of absence from work, and working time arrangements. Full worker coverage should be targeted

(c) An international definition of annual hours of work that allows for alternative estimation procedures that take into account variations in the type and range of national statistics of working time.

59. The 17th ICLS recommended that the current international statistical standards on working time be revised, with particular emphasis on three issues: establishing definitions, collecting the information, and presenting the resulting statistics. The Conference recommended that future work in this area should include a tripartite Meeting of Experts prior to the presentation of a draft resolution to the 18th ICLS.

Occupational safety and health

91. The Resolution concerning statistics of occupational injuries adopted by the 16th ICLS (1998) included recommendations that the statistics should be based on a range of sources of information and that the systems for notifying or compensating occupational injuries could be supplemented by information from other types of sources, such as modules of questions attached to surveys. At the end of 1998, therefore, the ILO InFocus Programme on Safety and Health at Work and the Environment and the Bureau of Statistics initiated a joint project to provide ILO constituents with new tools for collecting basic statistics on occupational injuries from various sources other than the official notification systems. In the first stage of the joint project, draft new methodologies based on the recommendations contained in the 16th ICLS resolution were

developed for collecting information on occupational injuries from sources such as households, establishments, hospitals and clinics, and organizations of employers and of workers. The draft instruments consisted of special modules of questions to be attached to regular household labour force surveys and establishment surveys, and a special form for the collection of information from other sources, using the same concepts, definitions and classifications, to facilitate as far as possible the integration of data from different sources. These were field tested in 1999-2001 in countries with regular labour force surveys and establishment surveys, in three countries: Jamaica, Nigeria and the Philippines. A technical manual will be prepared by the end of 2003 on the basis of the field tests, to provide countries with practical advice in applying the new methodologies. It is planned to conduct regional/sub-regional seminars to provide information on the new approaches to collecting basic information on occupational injuries.

92. A further step towards the improvement of national statistics on occupational injuries and on occupational diseases was taken when the ILC adopted the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, and the Recommendation (No. 194) concerning the List of Occupational Diseases and the Recording and Notification of Occupational Accidents and Diseases³⁸. These instruments are aimed at improving existing, or encouraging the development of new, recording and notification systems, and to establish a list of occupational diseases that constitutes an internationally agreed reference list to be used by countries to update and maintain their own lists. Their implementation in member States should lead to considerable improvements in the availability of statistics in this field, as well as the coverage and comparability of the data.

93. Considerable work has also been carried out under the guidance of the InFocus Programme on Safety and Health at Work and the Environment on the development of methodologies for evaluating the costs and benefits of improving the working environment, i.e. the economics of safety, health and well being at work. A number of studies have been made, and their results published on the Web³⁹. The aim of this work is to replace the view of improving health and safety at the workplace as an additional cost with the approach where workers' health, safety and well being become integral parts of the economic sustainability and organizational development of enterprises and economies.

94. The ILO is also in developing indicators of safety and health at work, aimed at providing a framework for assessing more fully the situation regarding occupational safety and health than is provided by the existing data on occupational injuries and diseases. They include: indicators of capacity and capability, such as the number of inspectors or health professionals dealing with occupational safety and health; indicators of activities, such as trainee days, number of inspections, and indicators of outcome, such as numbers and rates of cases of occupational disease and occupational injury.⁴⁰ These link in with the development of decent work indicators described earlier, while others are intended to create a fuller picture of occupational safety and health.

Social security

95. Social security programmes play an essential role in securing people's livelihoods around the globe. However, knowledge about how social security systems work in very different socio-economic circumstances and the impact they have is limited. This deficit becomes all the more obvious and at the same time precarious when renewed policy concerns about poverty reduction

and the extension of social protection coverage emerge, as is currently the case. In this context, the need for a sound database as a basis for policy analysis is increasing.

96. The *Resolution Concerning the Development of Social Security Statistics*, adopted by the 9th ICLS (1957)⁴¹ stressed the importance of comprehensive and consistent statistical data on social security. Although considerable progress has been made since 1957, there is a significant gap in comparable statistics, notably for developing countries. The ILO therefore proposes to start a fresh effort to improve the statistical knowledge base on social security and to create a new global database on social security. This database will integrate existing statistical concepts and data as far as possible, and fill the remaining gaps by new data collection procedures. The proposed database shall serve as a quantitative base enabling the ILO, its constituents and the wider public to analyse and compare macro income and expenditure, performance and coverage trends of national social protection systems. It database will cover the four key areas of social protection (across all countries, developed and developing):

- Range of contingencies covered (scope of social protection)
- Financing and expenditure
- Coverage of the population: beneficiaries and protected persons
- Benefit levels.

97. Having conducted the Cost of Social Security surveys for five decades (1949-1999), the ILO can draw upon a rich experience in setting up the new social security database. For the new global social security database, however, the methodology needs to be further developed and refined. After taking stock of existing data sources, it is necessary to define an integrated methodological concept and to define a method of data collection. A new questionnaire will be set up and be tested in a small number of mostly non-OECD countries. In order to review the validity of the concept, the relevance of the dataset and the effectiveness of data collection, the ILO will seek the advice of a group of international experts before embarking on further steps. Eventually, a global social security database will contribute to further improving the knowledge on the quality of social security around the world.

98. Closely linked to the setting up a new global social security database, the ILO intends to review and, if necessary, propose revisions to further develop the international standards of statistics on social security/social protection as laid down in the *Resolution Concerning the Development of Social Security Statistics* adopted by the 9th ICLS (1957). This thorough review of the Resolution is expected to identify sections to be updated in view of recent developments and measures to be taken to promote a better implementation of the Resolution.

Socio-economic security

99. The ILO InFocus Programme on Socio-Economic Security has for several years been developing a database of socio-economic indicators. To facilitate the data collection, and to assure the sustainability of information gathering, the Programme has developed a global network of institutions, and individual social scientists, involved in research on labour and economic security issues. Information is collected through national and regional correspondents (institutes or individuals) that are expected to regularly update the information. Surveys are carried out by first forging partnerships with government and academic institutions. The network goes beyond the immediate needs of data collection, and the members are expected to share experience relating

to workers in a context of globalization, more flexible labour markets and extensive informalization of economic activity. Network members will learn from those with experience in developing organizational structures that provide workers with an effective voice in labour markets and in the development, implementation and evaluation of social policy.

Social Dialogue

Trade unions and collective bargaining

100. During the past few decades, the Bureau of Statistics received an increasing number of requests from both outside and within the ILO for statistics on trade union membership. Wishing to respond to this need, but with limited resources for this activity, the Bureau established a small exploratory database covering those statistics on this topic found in the official national statistical publications. It is clear that many of these data are subject to a number of limitations and in most cases are not comparable between countries. Some data on trade union membership were collected by the ILO for publication in the ILO *World Labour Report, 1997-98: Industrial relations, democracy and social stability* but these were also subject to similar shortcomings.

101. To respond to the long-standing, documented needs of the social partners, policy makers, academics and researchers for comparative indicators of industrial relations and social dialogue, and in view of the limitations of the data currently available in the ILO, an exploratory survey of 17 test countries is being undertaken in the ILO by InFocus Programme on Social Dialogue and the Bureau of Statistics. The objective is to examine variables such as trade union membership, trade union density and collective bargaining coverage rates for assembly of such statistics in an authoritative, coherent database on social dialogue indicators. These statistics form a part of the core set of ILO decent work indicators, namely on social dialogue and workplace relations. As well as contributing to measuring progress on implementing Decent Work, they might help to measure the social impacts of globalization at the local, national and international levels, and foster development of sound social and economic policies related to this phenomenon. These statistics may also be used to track trends concerning protection of the working population and provide a solid quantitative and qualitative foundation around which political dialogue can take place. The insight gained from them should allow member States, at all levels of development, to better distinguish priorities for study and action.

102. In the survey, information is being sought on workers' and employers' organizations around the world, concerning the level, practice and application of social dialogue. The statistics of trade union membership and collective bargaining coverage currently available come from many national sources. However, there are significant differences between countries on the number of variables collected, on data collection methods, definitions used, calculation of trade union density rates, etc. In 1926, the 3rd ICLS adopted the Resolution concerning statistics of collective agreements, but there is little information available as to the extent to which these guidelines have been followed. It is clear however that, in the almost eight decades since it was adopted, there have been considerable changes in national practices in collective bargaining. There are no similar international statistical guidelines on trade union membership. One expected output of the current activities is therefore development of international statistical guidelines, formulated to take into account the existing best practices in countries. The 17th ICLS discussed the measurement issues and other aspects.

Statistical Capacity Building in Africa

103. In general, the statistical system in Africa is confronted with several difficulties, which hinder its ability to respond effectively to the various needs for development in general and poverty reduction in particular. The development of cost-effective information systems on the status of the economy and its population is a major contribution to the poverty alleviation strategy. Policy design and implementation must rely on knowledge about the problems faced, and the effectiveness of the solutions proposed. This knowledge can only be obtained through reliable and timely data collection and analysis, whose overall objectives should be the creation of national systems to monitor and evaluate the impact of employment policies and strategies on poverty levels, and their effects on poverty reduction.

104. However, in Africa, there is general lack of data and where available, they are neither timely nor periodic enough to provide feedback to decision makers. In almost all the countries in the region, while there have been attempts to collect and analyse socio-economic data and labour market data in particular, these efforts have largely been ad hoc in nature and yet what is required is an institutionalised and sustainable data collection and dissemination system. Moreover, the various data sources suffer from lack of uniformity in concepts, coverage, scope and timing. Other deficiencies include the lack of information on the links between economic growth, employment generation, and poverty reduction, thus detracting from the usefulness of the reports for policy-making.

105. While Africa has benefited from ILO global standard setting activities in the area of labour statistics, there has also been direct technical assistance and advisory services aimed at capacity building. For the purpose of the FASDEV meeting, the efforts that have been made through three programmes on (a) child labour statistics, (b) labour market information network, and (c) the joint ACBF-ILO Labour Market Information and Poverty Monitoring project do illustrate that although the challenges faced by Africa are indeed enormous, they are not insurmountable if resources and efforts were pulled together in coherent framework and on a sustainable basis.

Child Labour Statistics

106. As already mentioned in paragraphs 47 and 57-64, one of the largest ILO technical assistance programme for statistical development has been the Statistical Information and Monitoring Programme on Child Labour (SIMPOC), of the International Programme on the Elimination of Child Labour (IPEC). Apart from generating data on child labour, the programme has been deliberately implemented to develop capacity of implementing agencies, in particular the Central statistical Offices; Ministry of Labour, and social partners (workers and employers organisations).

107. Through this programme, ILO extended over the period 2000-2003, technical assistance worth US\$3.4 million, to eleven (11) countries to conduct child labour surveys (see Table below).

Independent evaluation of the SIMPOC programme, has found that “an overwhelming majority (88%) of the national statistical office (NSO) officials directly concerned found the training (given during the project implementation) useful or very useful which has contributed to national capacity building and, therefore, to the sustainability of such endeavours, at least at the technical level.”⁴²

ILO Technical Assistance - Child labour statistics in Africa (2000-2003)

Donor Supported ILO Initiatives	Beneficiary African Countries
US Department of Labour (USDOL)	Ghana Malawi Nigeria South Africa Uganda Zambia
Canada (CIDA)	Ethiopia Kenya
Sweden	Namibia Zimbabwe
Norway	Tanzania
French (starting in 2004)	Cote d’Ivoire Burkina Faso Mali Senegal

108. But at the same time, the evaluation notes that sustainability issue should be placed in a broader context given the link between “child labour and poverty.” To the extent that the statistical data collection system should be responsive to the reporting needs for poverty reduction monitoring and for the MDGS, the statistical system should to be integrated within national framework for monitoring and evaluation, if sustainability should be guaranteed. These efforts have already been implemented in Tanzania and needs to be replicated in other countries.

Labour Market Information Library Network (LMIL)

109. This is an initiative by the ILO and financed by the Trust Fund on Statistical Capacity Building (TFSCB) under Paris21 consortium. The purpose of the network project is to establish a global information system to reinforce regional partnerships. It is aimed at facilitating access to up-to-date labour market indicators that will assist policy makers, social partners, research institutes and other users in identifying, implementing, monitoring and evaluating policies and programmes for labour markets and employment issues.

110. Specifically, the project aims at contributing to an increase in the use of labour market information to formulate economic policies and monitor employment. This is being done by addressing the capacity weaknesses and the procedural gap; i.e. improving the supply of up-to-date labour market indicators by promoting better use of existing data for the assembly of labour

market indicators and the associated methodological information, as well as the reinforcement of partnerships to produce and disseminate LMI at international, regional and national levels.

111. Under this global initiative, labour market information network is now operating in Central America, Central Africa, East Asia, Central and Eastern Europe, where LMI database system application have been installed; and activities aimed at strengthening national capacities to produce, assemble and disseminate LMI have been implemented.

112. In Central Africa, a three-day training workshop was organized in Douala (Cameroon) from 22 to 24 August 2003. The training course targeted technicians from National statistical offices and Ministry of Labour. The training focused on “labour statistics and indicators on labour markets and employment”. There were participants from Gabon, Central African Republic, RDC, Chad, Rwanda, and Cameroon. The workshop resulted in the identification of useable data sources for building up the selected indicators and identification of tools to disseminate them. The process of gathering official sources of indicators is underway. Most information is now available in the local database developed by the ILO Sub-regional Office (SRO) in Yaounde. Local consultants have been hired to make a complete overview of the LMI situation and identify existing sources to build on the selected indicators in Cameroon, Gabon, Rwanda and Chad.

113. The Eastern Africa region has now joined the network. The programme for this region has been tailored-made to meet the needs of the participating countries. During the month of December last year and January this year, a number of consultations were held with the stakeholders at the country level. Throughout this process, it was unanimously agreed that the Labour Market Information programme provides a unique opportunity to position the Ministries of Labour, the Central Statistical Offices and social partners in the limelight given the demands from on-going either formulation, implementation or revision of the Poverty Reduction Strategy Paper (PRSP) in these countries.

114. A launching technical tripartite workshop was held in Addis Ababa, from 5-7 April 2004. The workshop drew participants from the national statistical offices, Ministry of Labour and the social partners from Ethiopia, Kenya, Mauritius, Tanzania and Uganda. The workshop has been designed to achieve the following objectives, namely: (a) for the participating institutions to appreciate the functions and relevance of labour market information systems in the context of national development framework in general and poverty reduction in particular, (b) provide opportunity for the participating countries to identify labour market indicators that are most relevant to the sub-region region and individual countries; (c) devise strategies for reinforcing national and regional capacities for increasing access to labour market data.

115. During the workshop, the participants identified a set of labour market indicators considered crucial for understanding and analysing the labour market in the region. By and large, the indicators are consistent with ILO KILM indicators. As part of the follow-up action plan, the participating countries and now expected to gather data to build up these indicators and disseminate them using the most effective tools.

116. In May 2000, the Executive Board approved in principle a grant of up to US\$1,500,000 to help build regional statistical capacity for monitoring trends in poverty in a number of countries in West and Central Africa. The Executive Board authorized the Secretariat to proceed to develop the project and re-submit it to the Board, through the Operations Committee. The ILO has been working with ACBF to determine the capacity-building activities to be carried out, identify a counterpart institution that will implement the project, and determine the pilot countries for the start-up phase.

117. The ACBF-ILO project, which is due to become fully operational this year, covers five countries (Cameroon, Mali, Nigeria, Uganda and Zambia) and is aimed at improving the quality of labour market statistics and strengthening the management of labour market information and poverty monitoring systems in Africa. The project is housed in AFRISTAT, based in Bamako (Mali) whose mandate covers 16 countries in Africa, including 2 of the 5 participating countries. The agreement between AFRISTAT and the African Capacity Building Foundation (ACBF) was signed on 7th October 2003. Housing the project in a regional organisation will help to reinforce its working relationship with national institutions. The project is managed by the Regional Project Steering Committee (RPSC). The RPSC consists of a representative of the ILO, AFRISTAT, and a representative of each of the five participating countries.

Endnotes

1. Countries that have ratified Convention 160: Australia, Austria, Azerbaijan, Belarus, Benin, Bolivia, Brazil, Canada, Colombia, Costa Rica, Cyprus, Czech Republic, Denmark, El Salvador, Finland, Germany, Greece, Guatemala, India, Ireland, Italy, Korea (Republic of), Kyrgyzstan, Latvia, Lithuania, Mauritius, Mexico, Netherlands, New Zealand, Norway, Panama, Poland, Portugal, Russian Federation, San Marino, Slovakia, Spain, Sri Lanka, Swaziland, Sweden, Switzerland, Tajikistan, Ukraine, United Kingdom, United States.

Countries still bound by Convention No. 63: Algeria, Barbados, Chile, Cuba, Djibouti, Egypt, France, Kenya, Myanmar, New Zealand, Nicaragua, South Africa, Syrian Arab Republic, Tanzania (United Republic of), Uruguay.
 2. See ILO: *Current International Recommendations on Labour Statistics* (Geneva, 2000).
 3. See ILO: *Decent Work: Report of the Director-General, International Labour Conference, 87th Session, 1999* (Geneva, 1999)
 4. See ILO: *Economically active population, estimates and projections 1950-2010*, (Geneva, 1996-97); also available on CD-ROM and at <http://laborsta.ilo.org>.
 5. See ILO: *Household Income and Expenditure Statistics*, No. 4, 1979-1991, (Geneva, 1995)
 6. See Tabatabai, H.: *Statistics on poverty and income distribution: An ILO Compendium of Data* (ILO, Geneva, 1996)
 7. **Sources and Methods: Labour Statistics:**
Volume 1: *Consumer Price Indices*, 1992
Volume 2: *Employment, wages, hours of work and labour cost (establishment surveys)*, 1995
Volume 3: *Economically active population, employment, unemployment and hours of work (household surveys)*, 2004
Volume 4: *Employment, unemployment, wages and hours of work (administrative records and related sources)*, 2004
Volume 5: *Total and economically active population, employment and unemployment (population censuses)*, 2004
Volume 6: *Household income and expenditure surveys*, 1994
Volume 7: *Strikes and lockouts*, 1993
Volume 8: *Occupational injuries*, 1999
Volume 9: *Transition countries* (special edition), 1999
Volume 10: *Estimates and projections of the economically active population: 1950-2010*, 2000
 8. Cornu, P. & S. Lawrence, 2000: *ILO dissemination of international labour statistics on Internet, Bulletin of Labour Statistics (2000-4)* (ILO, Geneva).
 9. **KILM Indicators**
 1. Labour force participation rate.
 2. Employment-to-population ratio.
 3. Status in Employment.
 4. Employment by sector.
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5. Part-time workers.
 6. Hours of work.
 7. Informal sector employment.
 8. Unemployment.
 9. Youth unemployment.
 10. Long-term unemployment.
 11. Unemployment by educational attainment.
 12. Time-related underemployment.
 13. Inactivity rate.
 14. Educational attainment and illiteracy.
 15. Manufacturing wage indices.
 16. Occupational wage and earning indices.
 17. Hourly compensation costs.
 18. Labour productivity and unit labour costs.
 19. Labour market flows.
 20. Poverty and income distribution.

¹⁰ See: <http://mirror/public/english/employment/strat/kilm/index.htm>

¹¹ For the report of the Seminar, see
<http://www.ilo.org/public/english/bureau/stat/techmeet/17thicls/capbld.htm>

^{12.} **Manuals and technical guides**

- *An integrated system of wages statistics: a manual on methods* (ILO, Geneva, 1979)
- *Surveys on economically active population, employment, unemployment and underemployment: an ILO manual on concepts and methods* (ILO, Geneva, 1990)
- *Consumer price indices: an ILO manual* (ILO, Geneva, 1989) (undergoing revision)
- *Labour statistics for a market economy: challenges and solutions in the transition countries of Central and Eastern Europe and the former Soviet Union* (ILO, Geneva, 1994)
- *Statistics for emerging labour markets in transition economies: A technical guide on sources, methods, classifications and policies* (ILO, Geneva, 1997)
- *Labour statistics based on administrative record: Guidelines on compilation and presentation* (ILO/EASMAT, Bangkok, 1997)
- *Gender inequality in the labour market: Occupational concentration and segregation. A manual on methodology* (ILO, Geneva, 1995)
- *Measuring the non-observed economy: A Handbook* (OECD, Paris, 2002)

¹³ All technical assistance activities are geared towards enhancing and reinforcing the statistical infrastructure in central statistical offices, labour ministries, workers' organizations and employers' organizations. Technical assistance efforts during the past five years have been mainly concentrated on the following priority areas identified by recipient member States: preparation for and refinement of labour force surveys and surveys of household income and expenditure; collection of wages and labour cost statistics; statistics on migrant workers; development of national classifications of occupations; measurement of employment in the informal sector; measurement and analysis of poverty; compilation of labour statistics using administrative records; improvement and development of labour market information systems; development of statistics on occupational injuries; revision of consumer price indices; and collection of child labour statistics.

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- 14 The first module, on labour force surveys was issued in early 2004. Other modules currently under preparation cover employment in the informal sector, and classifications.
- 15 ILO: *Measuring Decent Work with Statistical Indicators*, Statistical Development and Analysis Unit, Policy Integration Department, Policy Integration Paper No. 1 (ILO, Geneva, 2002)
16. Regional or national child labour surveys, either as a module or as a free standing survey have been completed in 20 countries, some repeated: Bangladesh, Cambodia, Ghana, **Kenya**, Indonesia, India, **Namibia**, Nepal, Pakistan, Philippines, Portugal, **Senegal**, **South Africa**, Sri Lanka, Thailand, Turkey, **Uganda**, Ukraine, **Zambia**, **Zimbabwe**.
- Surveys are under way for the first time or as a second round in 33 countries:
Africa: Burkina Faso, Côte d'Ivoire, Ethiopia, Ghana, Malawi, Mali, Nigeria, Senegal, Tanzania (United Republic of), **Asia**: Bangladesh, Cambodia, Mongolia, Nepal, Pakistan, Philippines, West Bank and Gaza. **Latin America and the Caribbean**: Argentina, Belize, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Guatemala, Jamaica, Nicaragua, Panama. **Europe**: Georgia, Portugal, Rumania.
- Surveys are planned in 8 countries: **Botswana**, India, Indonesia, Lesotho, **Morocco**, Russia, **Swaziland**, Vietnam.
- 17 Mehran, F: "Estimation of world and regional unemployment" in *Bulletin of Labour Statistics* 1999-4 (ILO, Geneva, 1999).
- 18 ILO IPEC: *Every Child Counts. New Global Estimates on Child Labour*, Geneva, April 2002, section 3.1, pp. 37-41.
- 19 Berger, S. and Harasty, C.: *World and regional employment prospects: Halving the world's working poor by 2010*, ILO Employment Sector, Employment Paper 2002/38 (ILO, Geneva, 2002).
- 20 Schaible, W.: *Methods for producing world and regional estimates for selected key indicators of the labour market*, ILO Employment Sector, *Employment Paper 2000/6* (ILO, Geneva, 2000).
- 21 See www.un.org/womenwatch/daw/beijing/platform, and www.undp.org/fwcw/plat.
- 22 Regarding labour statistics, the Beijing Platform Strategic Objective H.3 specifically mentioned the need to produce statistics on: (a) employment, including employment in the informal sector, unemployment and underemployment, that do not underestimate the participation of women and men; (b) unremunerated work which is already included in the United Nations System of National Accounts, including agriculture, particularly subsistence agriculture; (c) unremunerated work that is outside the System of National Accounts, such as caring for dependants and preparing food, and their interrelation with remunerated activities carried out simultaneously or interchangeably; (d) poverty among women and men, including their access to resources; (e) violence, including sexual harassment and trafficking; (f) women and men with disabilities, including their access to resources. Countries were requested to produce a
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regular statistical publication that presented and interpreted topical data on women and men, and to disaggregate all statistics at least by sex and by socio-economic and other characteristics.

- 23 Embury et al: *Constructing a map of the world of work: How to develop the structure and contents of a national standard classification of occupations*. STAT Working Paper 95/2 (ILO, Geneva, 1997).
Gilbert, R: *Asking questions on economic characteristics in a population census*. STAT Working Paper 2001-1 (ILO, Geneva, 2001).
Hoffmann, E. (1994): "Mapping a national classification of occupations into ISCO-88: Outline of a strategy", Chapter 23 in Chernyshev, I., ed.: *Labour statistics for a market economy: Challenges and solutions in the Transition Countries of Central and Eastern Europe and the Former Soviet Union* (Central European University Press, Budapest, 1994).
Hoffmann, E.: "International Statistical Comparisons of Occupations and Social Structures: Problems, Possibilities and the Role of ISCO-88". on <http://www.ilo.org/public/english/bureau/stat/papers/index.htm>
Hoffmann, E.: *Coding occupation and industry in a population census*. STAT Working Paper 2001-2 (ILO, Geneva, 2001).
Hoffmann, E. and Chamie, M.: *Standard statistical classifications: basic principles*, Paper presented to the 30th session of the UN Statistical Commission. New York, March 1-5, 1999 (UN, New York, 1999).
Hoffmann et al: *What kind of work do you do? Data collection and processing strategies when measuring "occupation" for statistical surveys and administrative records*, STAT Working Paper 95/1 (ILO, Geneva, 1995).
- 24 ILO: Report of the Conference, Sixteenth International Conference of Labour Statisticians, Geneva, 6-16 October 1998 (ILO, Geneva, 1998)
- 25 United Nations: *Principles and Recommendations for Population and Housing Censuses, Revision 1*, ST/ESA/STAT/SER.M/67/Rev.1 (UN, New York, 1998).
- 26 ILO: *Decent Work and the Informal Economy*; Report of the Director-General; International Labour Conference, 90th Session; Report VI (Geneva, 2002)
- 27 ILO: *The employment relationship (scope) (general discussion)*, Report V, International Labour Conference, 91st Session (2003) (ILO, Geneva, 2003).
- 28 ILO: *On measuring place of work* (ILO, Geneva, 2002).
- 29 Since 1999, SIMPOC has been an integral part of the InFocus Programme on Child Labour (IPEC).
- 30 See <http://www.ilo.org/public/english/standards/ipecc/simpoc/guides/index.htm>
- 31 ILO: *Training for employment: Social inclusion, productivity and youth employment*. Report V, International Labour Conference, 88th Session (2000) (Geneva, 2000).
- 32 See: Galhardi, R.: *Statistics on Investment in Training: an assessment of their availability*, InFocus Programme on Skills, Knowledge, and Employability (ILO, Geneva, October 2002) (mimeo).
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Galhardi, R. and Mangozho, N.: *Follow-up study on the first inquiry on statistics on investments in training*, SKILLS Working Paper (ILO, Geneva, 2003).

33 See ILO: *Developing a labour accounting system for tourism: issues and approaches*, report by the Bureau of Statistics of the International Labour Office to the UN Statistical Commission's Thirty-second session, 6-9 March 2001. E/CN.3/2001/3. (UN, New York, 2000).

34 The IWGPS is composed of representatives from the International Labour Office, the International Monetary Fund, the Organisation for Economic Cooperation and Development, the UN Economic Commission of Europe, the World Bank and the Statistical Office of the European Communities (EUROSTAT). The Technical Expert Group (TEG-CPI) was established to provide IWGPS with technical advice on the revision of the 1989 ILO Manual on CPI.

35 See ILO: *Consumer price indices*, Report III, 17th International Conference of Labour Statisticians, 24 November - 3 December 2003 (Geneva, 2003).

36 At the time of writing, the manual is undergoing final editing, and is expected to be published towards the end of 2003. It will also be available in electronic form on the Web.

37 See ILO: *Household income and expenditure statistics*, Report II, 17th International Conference of Labour Statisticians, 24 November - 3 December 2003 (Geneva, 2003).

38 See ILO: International Labour Conference, 90th Session, 2002, Provisional Record 24A and 24B.

39 See www.ilo.org/public/english/protection/safework/index.htm

40 See "*Indicators of death, disability and disease at work*", by J. Takala, in Asian-Pacific Newsletter on Occupational Health and Safety, Vol. 7, No. 1, March 2000, available on the Web at: www.occuphealth.fi/e/info/asian

41 See ILO: *Current International Recommendations on Labour Statistics, 2000 Edition* (Geneva, 2000).

42 IPEC: Global Evaluation of the Statistical Information and Monitoring Programme on Child Labour (SIMPOC). Geneva, October 2003, pg. 21.