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**Economic characteristics and agriculture****Economic characteristics - Draft text for the Conference of European Statisticians Recommendations for the 2020 census round****Prepared by the International Labour Organization<sup>1</sup>***Summary*

This document presents the draft text on economic characteristics for the new Conference of European Statisticians Recommendations for the 2020 Round of Population and Housing Censuses. The draft text was originally prepared by the UNECE Task Force on Economic and Educational Characteristics, and discussed at the September 2013 meeting of the UNECE-Eurostat Group of Experts on Population and Housing Censuses. The present draft includes several substantive changes proposed by the International Labour Organization (ILO), reflecting in particular the *Resolution concerning statistics of work, employment and labour underutilization* that was adopted in October 2013 at the Nineteenth International Conference of Labour Statisticians (ICLS)

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<sup>1</sup> This document was submitted late due to delayed inputs from other sources.

## I. Introduction

1. Statistics on the economic characteristics of persons are needed from population censuses for many reasons. Information on the productive activities of persons is vital to establish a comprehensive picture of the economic structure of a country, and the work patterns, labour market participation, and extent of labour underutilization of its population. This information, when combined with other personal, household and dwelling characteristics collected in the census, enable assessments of the socioeconomic situation of persons and households, which are essential to inform the formulation and planning of a wide range of economic and social policies and programmes related to employment creation, poverty reduction, work-life balance, vocational education and training, provision of social security and other social benefits, gender justice and social inclusion, civic participation, etc.

2. Such statistics might be obtained from other sources such as a household-based labour force survey or administrative records, but these other sources have certain limitations. Household surveys, especially labour force surveys, are particularly well suited for generating a broad range of statistics on the economic characteristics of the population at aggregate levels, such as national and broad regional groupings. Data obtained from labour force surveys, however, are subject to sampling error and, therefore, rarely provide reliable estimates for small areas, or for detailed groups of industries and occupations. By contrast population censuses can provide certain core statistics at the lowest levels of aggregation, for small population groups and for small occupation and industry groups. Administrative records may not have the same quality of occupational and industry coding, or not have the same comprehensiveness in population or activity coverage.

3. The population census also provides benchmark information to which statistics from other sources can be related. Population censuses likewise provide the sample frames for most household-based surveys, including labour force surveys. In deciding which topics relating to the economic characteristics of the population to include in the population census, countries will need to assess the existence of other sources of the statistics and their complementary uses. The aim should be to cover the core topics needed as benchmark information, for the preparation of sample frames, and to provide essential statistics for small areas and small population groups, and for small occupation and industry groups, as relevant in the national context.

4. International resolutions and guidelines to produce statistics relating to the economic characteristics of the population are adopted by the International Conference of Labour Statisticians (ICLS) and endorsed by the Governing Body of the International Labour Organization (ILO)<sup>2</sup>. The complete labour statistics standards are available at: <http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/lang--en/index.htm>.

## II. Reference concepts for work statistics

### A. Work

5. Measurement of the economic characteristics of the population is based on the conceptual framework for work statistics (see box below). In this framework, work is

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<sup>2</sup> See <http://www.ilo.org/stat>

defined for reference purposes as “any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.”

Box

**New international recommendations concerning statistics of work, employment and labour underutilization**

In October 2013, the Nineteenth International Conference of Labour Statisticians (ICLS) adopted the *Resolution concerning statistics of work, employment and labour underutilization*.<sup>3</sup> This Resolution replaced the previous international recommendations relating to the measurement of the economically active population, employment, unemployment and underemployment dating from 1982 (13th ICLS) and related guidelines.

These new standards introduced a number of important revisions, among which are: a conceptual framework for work statistics consistent with the System of National Accounts; guidelines for separately measuring different forms of work, including a more targeted definition of *employment* as “work for pay or profit”, and for expanding the range of measures of labour underutilization beyond the traditional unemployment. New terminology was also introduced, as relevant, and terms considered to be out-of-date, particularly “economically active/inactive population” were replaced with “labour force/outside the labour force.”

Important elements from the previous standards essential to the internal consistency of the statistics remain unchanged. The refinements to the definition of employment and new measures of labour underutilization may result, however, in breaks in the historical series of statistics of the economically active population, employment, unemployment and underemployment. In particular, productive activities carried out without pay such as: production of goods intended mainly for own final use by the household; unpaid work by apprentices, interns and trainees; organization-based volunteer work, and direct volunteering to produce goods for other households are no longer included within the scope of employment. Participation in these activities is now to be measured separately through the newly defined forms of work: own-use production work, unpaid trainee work and volunteer work, respectively.

Countries are encouraged to develop their statistical system so as to cover work statistics, including statistics on the labour force, based on their specific national needs and resources. In the case of the measures affected by the 19th ICLS Resolution, the updated international standards would ideally be implemented over time, as feasible for national statistical systems. During the transition period it is of utmost importance that the institutions and persons responsible for planning and managing the production of work and labour market statistics develop a strategic and coordinated approach that takes into account all official sources of the statistics, including the population census, labour force survey and other household-based surveys and administrative records, as relevant. Data users will need to be kept well informed of the process, including by widely disseminating the relevant metadata and by maintaining parallel series for a specified period following their implementation.

<sup>3</sup> See *Resolution concerning statistics of work, employment and labour underutilization*, adopted by the Nineteenth International Conference of Labour Statisticians (Geneva, October 2013), available at: [http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/WCMS\\_230304/lang--en/index.htm](http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/WCMS_230304/lang--en/index.htm)

6. The concept of work is aligned with the general production boundary as defined in the System of National Accounts 2008 (2008 SNA), enabling full integration between work statistics and production statistics. All work or productive activities are thus included, irrespective of their formal or informal character or the legality of the activity. Excluded are activities that do not involve producing goods or providing services (e.g. begging and stealing), self-care (e.g. personal grooming and hygiene), and activities that cannot be performed by another person on one's own behalf (e.g. sleeping, learning and activities for own recreation).

7. Work can be performed in any kind of economic unit comprising market units (i.e. units producing goods and services mostly for sale at prices that are economically significant), non-market units (i.e. units producing goods and services mostly for supply to other units without charge or at prices that are not economically significant) and households that produce goods or services for own final use or fixed capital formation by the producers<sup>4</sup>.

**B. Forms of work**

8. The conceptual framework for work statistics identifies five mutually exclusive *forms of work* (e.g. type of productive activity) for separate measurement (see diagram 1):

- (a) own-use production work comprising production of goods and services for own final use;
- (b) employment work comprising work performed for pay or profit;
- (c) unpaid trainee work comprising work performed for others without pay to acquire workplace experience or skills;
- (d) volunteer work comprising non-compulsory work performed for others without pay;
- (e) other work activities including unpaid compulsory work performed for others such as community service and work by prisoners, when ordered by a court or similar authority, and unpaid military or alternative civilian service.

Diagram 1.

**Forms of work (type of productive activities) and the System of National Accounts 2008**

<i>Intended destination of production</i>	<i>for own final use</i>		<i>for use by others</i>				
<i>Forms of work</i>	<b>Own-use production work</b>		<b>Employment (work for pay or profit)</b>	<b>Unpaid trainee work</b>	<b>Other work activities</b>	<b>Volunteer work</b>	
	of services	of goods				in market and non-market units	in households producing goods
<i>Relation to 2008 SNA</i>	Activities within the SNA production boundary						
	Activities inside the SNA General production boundary						

<sup>4</sup> United Nations, *System of National Accounts 2008* (New York, 2008).

9. During a given reference period, persons may engage in one or more forms of work in parallel or consecutively, i.e. persons may be employed, be volunteering, doing unpaid trainee work and/or producing for own final use, in any combination.

### C. Measurement in the population census

10. To meet different objectives, countries may measure the economic characteristics of the population with respect to their participation in one or in several forms of work. In particular, in the population census, measurement of:

(a) persons in employment is essential as part of the preparation of labour force statistics that include unemployment and other measures of labour underutilization, needed to assess the labour market participation of the population and to classify the population according to their labour force status in a short reference period (see paras.18-25);

(b) persons in own-use production of goods is especially important in countries where particular groups of the population engage in agriculture, fishing and/or hunting and gathering for own final use, including for subsistence (see paras.72-77), and to support integration of the population census with the agricultural census (see section on agriculture).

11. Given the need for detailed probing, measurement of participation in own-use provision of services, unpaid trainee work and in volunteer work is more appropriate through household surveys or, if desired, through the population census by means of a long form applied to a sub-set of the population<sup>5</sup>.

12. Information on the economic characteristics of the population should be collected for each person at or above a minimum age set in accordance with the conditions in each country. Where national programmes of statistics on the working-age population or on child labour exist, the statistics derived from the population census will serve to complement those bodies of statistics. For purposes of compiling statistics on the working-age population, the international standards recommend that countries set the lower age limit taking into consideration the minimum age for employment and exceptions specified in national laws or regulations, or the age of completion of compulsory schooling<sup>6</sup>. For compiling child labour statistics, the relevant international standards identify the target population as all persons in the 5 to 17 years age group<sup>7</sup>.

13. Countries in which many children participate in employment or in other forms of work, including in agriculture, will need to select a lower minimum age than countries where work of young children is uncommon. In such cases tabulations of economic characteristics should distinguish persons less than 15 years of age and those 15 years of age and over. Countries where the minimum school-leaving age is higher than 15 years and where there is a significant number of children engaged in productive activities below this age should endeavour to collect data on the economic characteristics of these children with a view to achieving international comparability at least for persons 15 years of age and over.

<sup>5</sup> For more details see *Resolution concerning statistics of work, employment and labour underutilization*, adopted by the Nineteenth International Conference of Labour Statisticians (Geneva, 2013), paras. 22(c) and 37-39.

<sup>6</sup> *Resolution concerning statistics of work, employment and labour underutilization*, adopted by the Nineteenth International Conference of Labour Statisticians (Geneva, 2013), para. 65.

<sup>7</sup> *Resolution concerning statistics of child labour*, adopted by the Eighteenth International Conference of Labour Statisticians (Geneva, 2008).

14. Use of a maximum age limit for measurement of economic characteristics of the population is not recommended, as many people continue to be engaged in different forms of work beyond their normal retirement age and because the numbers involved are likely to increase as a result of factors associated with the “ageing” of the population. Countries may, however, wish to balance the cost of collecting and processing information relating to the economic characteristics of elderly persons (those aged 75 years or more) and the additional response burden imposed on them against the significance and reliability of the information provided.

### **III. Labour force status (core topic)**

15. A classification of persons by their labour force status provides important information about their relation to the labour market, in particular, to work performed for pay or profit, in a short reference period.

16. Persons may be classified in a short reference period according to their labour force status as being employed, unemployed, or outside the labour force as defined below. The three categories of labour force status are mutually exclusive and exhaustive. While even during a short period persons may be engaged in multiple activities, to establish their labour force status, priority is given to employment over the other two categories; and to unemployment over outside the labour force (see diagram 2 in the annex). Thus, a student who is also seeking and available for employment should be classified as unemployed, a person who has a part-time job, working only a few hours for pay and who is also seeking another job, should be classified as employed. The sum of persons in employment plus persons in unemployment comprises the labour force<sup>8</sup>. More details of the international standards are given in the Resolution concerning statistics of work, employment and labour underutilization, adopted by the 19th International Conference of Labour Statisticians (2013).<sup>9</sup>

17. The labour force status of persons is established with reference to a short reference period of 7 days or one week, which may be either the last 7 days prior to enumeration or the last completed calendar week, or a specified recent fixed week. For comparability purposes, it is particularly useful to apply the same short-reference period for the census as for the national labour force survey, if any. This short reference period serves to provide a snap-shot picture of labour market participation in the country around the time of the census. As such, the labour force (i.e. persons in employment plus persons in unemployment) reflects the supply of labour for the production of goods and services in exchange for pay or profit at a specified point in time. Seasonal variations in employment and unemployment levels, that may be significant both in industrialized and in developing economies, will not be captured. Assessments of such temporal variations in work patterns are more adequately captured through sub-annual household surveys (e.g. monthly, quarterly, etc.).

#### **A. Employed persons**

18. Persons in employment are all those above the specified age who, during a short reference period of 7 days or one week, were engaged in any activity to produce goods or

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<sup>8</sup> Formerly also referred to as “currently active population”

<sup>9</sup> Available at [http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\\_230304/lang--en/index.htm](http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm)

provide services for pay or profit. The notion “for pay or profit” refers to work done as part of a transaction in exchange for remuneration payable in the form of wages or salaries for time worked or work done or in the form of profits derived through market transactions from the goods and services produced. It includes remuneration in cash or in kind, whether actually received or not, payable directly to the person performing the work or indirectly to a household or family member.

19. Two categories of persons in employment are:

- (a) employed persons “at work”, i.e. who worked for pay or profit for at least one hour; and
- (b) employed persons “not at work” due to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime) or to “temporary absence” from a job for pay or profit.

20. Use of the one-hour criterion serves to ensure coverage of all types of job, including part-time, temporary or casual jobs, thereby supporting identification of all persons in employment and analysis of their working conditions. It is also essential, in order to ensure that unemployed persons refer to those without any employment, who are seeking and available for work for pay or profit. Moreover, this criterion is a prerequisite for the consistency of employment statistics with national accounts data on production. When information on working time is also collected in the population census, it is recommended to classify employed persons by specified bands of working time so as to enable identification of persons with both short and excessive working time<sup>10</sup>.

21. Persons on “temporary absence” from a job, including as employees or self-employed, should be considered in employment, provided that they were “not at work” for a short duration and maintained a job attachment during the absence. The existence of a job attachment should be established on the basis of the reason for the absence and, in the case of certain reasons, the continued receipt of remuneration and/or the total duration of the absence (in general not greater than 3 months).

- (a) Reasons for absence where job attachment is generally maintained, and thus, do not require further testing include:
  - (i) Sick leave due to own illness or injury;
  - (ii) Public holidays, vacation or annual leave;
  - (iii) Maternity or paternity leave, as specified by legislation;
  - (iv) Strike or lock-out.
- (b) Reasons for absence requiring further testing assessment of continued receipt of remuneration and/or total duration include:
  - (i) Parental leave;
  - (ii) Educational or training leave;
  - (iii) Care for others and other personal absences;
  - (iv) Strike or lockouts;
  - (v) Reduction in economic activity (e.g. temporary lay-off, slack work);

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<sup>10</sup> See *Resolution concerning the measurement of working time*, adopted by the Eighteenth International Conference of Labour Statisticians (Geneva, 2008).

(vi) Temporary disorganization or suspension of work due to such reasons as bad weather, mechanical, electrical or communication breakdowns, problems with information and communication technology, shortage of raw materials or fuels; or

(vii) Other temporary absence with or without leave.

22. The following treatment of specific groups of employed persons is recommended:

(a) Persons with a job for pay or profit who, during the reference period were on training or skills-enhancement activities required by their job or for another job in the same economic unit should be considered to be employed, at work;

(b) Contributing family workers should be considered to be at work on the same basis as other employed persons; that is irrespective of the number of hours worked during the reference period. Similarly, persons who perform tasks or duties of an employee job held by a family member living in the same or in another household should also be classified as employed;

(c) Apprentices, interns and trainees who receive pay in cash or in kind should be considered in paid employment and classified as “at work” or “not at work” on the same basis as other employees;

(d) Participants in job training schemes who receive pay in cash or in kind are considered to be “employed” if the training takes place within the context of an enterprise and in connection with its production, or if the participants retain a formal job attachment to an enterprise in which they had formerly been employed, even if the training is outside the context of the enterprise or without connection to its production.

(e) Persons with seasonal jobs during the off-season, should be considered employed, if they continue to perform some of the tasks and duties of the job, excluding however the fulfilment of legal or administrative obligations (e.g. pay taxes);

(f) In accordance with the priority rules of the labour force framework, persons who during the reference period were mainly students, homemakers, pensioners, registered unemployed, etc, who at the same time were in employment as defined above should be considered employed on the same basis as other categories of employed persons;

(g) All members of the armed forces who receive pay in cash or in kind should be included among employed persons and classified as “employees”. The “armed forces” should include both the regular and the temporary members as specified in the most recent revision of the International Standard Classification of Occupations (ISCO)<sup>11</sup>.

23. Excluded from employment are: (a) apprentices, interns and trainees who work *without* pay in cash or in kind (i.e. persons engaged in unpaid trainee work); (b) participants in skills training or retraining schemes within employment promotion programmes, when not engaged in the production process of an economic unit; (c) persons who are required to perform work as a condition of continued receipt of a government social benefit such as unemployment insurance; (d) persons receiving transfers, in cash or in kind, not related to employment; (e) persons with seasonal jobs during the off season, if they cease to perform the tasks and duties of the job; (f) persons who retain a right to return to the same economic unit but who were absent for reasons specified in para. 21(b), when the total duration of the absence exceeds the specified threshold and/or if the test of receipt of remuneration is not fulfilled; (g) persons on indefinite lay-off who do not have an assurance of return to

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<sup>11</sup> See International Standard Classification of Occupations: ISCO-08/ International Labour Office - Geneva: ILO, 2012. p. 357.



employment with the same economic unit; (h) persons who work to produce goods intended mainly or exclusively for consumption or use by the household or family, even if a surplus or part of the output is sold or bartered (i.e. persons engaged in own-use production of goods); (i) household members who provide unpaid services for consumption or use by their household (i.e. persons engaged in own-use provision of services); (j) persons who work voluntarily and without pay to produce goods or services through or for other economic units, including market, non-market units and households (i.e. persons engaged in volunteer work).

24. Information should be given in the census reports and/or relevant metadata describing how these groups and any other specific groups were treated. Consideration should also be given to the desirability of identifying some of the groups (for example working students) separately in tabulations.

## **B. Unemployed persons**

25. The “unemployed” are all those above the specified age who (a) were not in employment, (b) carried out activities to seek employment during a specified recent period and (c) were currently available to take up employment given a job opportunity. To be classified as unemployed, a person must satisfy all of the three criteria, where

(a) “not in employment” (i.e. not engaged in work for pay or profit) is assessed with respect to the short reference period for the measurement of employment as defined in paragraph 18;

(b) to “seek employment” refers to any activity when carried out, during a specified recent period comprising the last four weeks prior to enumeration or calendar month, for the purpose of finding a job or setting up a business or agricultural undertaking. This includes also part-time, informal, temporary, seasonal or casual employment, paid apprenticeships, internships or traineeships, within the national territory or abroad. Examples of such activities are: arranging for financial resources, applying for permits, licences; looking for land, premises, machinery, supplies, farming inputs; seeking the assistance of friends, relatives or other types of intermediaries; registering with or contacting public or private employment services; applying to employers directly, checking at worksites, farms, factory gates, markets or other assembly places; placing or answering newspaper or online job advertisements; placing or updating résumés on professional or social networking sites online

(c) “currently available” serves as a test of readiness to start a job in the present, assessed with respect to a short reference period comprising that used to measure employment. Depending on national circumstances, the reference period may be extended to include a short subsequent period not exceeding two weeks in total, so as to ensure adequate coverage of unemployment situations among different population groups.<sup>12</sup>

26. In the treatment of specific groups, some groups of persons require careful treatment to be properly included among the “unemployed”. The following treatment is recommended:

(a) Future starters; that is persons without a job and currently available for work who had made arrangements to start a job within a short subsequent period, set according to

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<sup>12</sup> In EU countries, the reference period to assess “current availability” comprises the reference week and the subsequent two weeks.

the general length of waiting time for starting a new job in the national context but generally not greater than three months, should be considered as “unemployed”, irrespective of whether or not they recently continued to seek employment;

(b) Participants in skills training or retraining schemes, within employment promotion programmes, who on that basis were not in employment, not currently available, and did not seek employment because they had a job offer to start within a short subsequent period generally not greater than three months, should be considered as “unemployed”;

(c) Persons who retain a right to return to a job or another job in the same economic unit but who were absent for reasons specified in 21(b), when the total duration of the absence exceeds the specified threshold and/or if the test of receipt of remuneration is not fulfilled, who at the same time satisfy the criteria for unemployment laid down in paragraph 26 above should be regarded as “unemployed” in accordance with the standard definition of “unemployment”;

(d) In accordance with the priority rules to establish their labour force status, persons who during the reference period were mainly students, homemakers, pensioners, registered unemployed, etc., who at the same time satisfy the criteria for unemployment laid down in paragraph 26 above should be regarded as “unemployed” on the same basis as other categories of “unemployed” persons and be identified separately, where possible.

27. Information should be given in the census reports and/or relevant metadata describing how persons in these and any other specific groups were treated.

### **C. Persons outside the labour force**

28. “Persons outside the labour force<sup>13</sup>” comprise all persons above the specified age, who were neither “employed” nor “unemployed” as defined above.

29. Different classifications of persons outside the labour force may be used for analytical purposes. Particularly useful to inform labour market and social policies and programmes are classifications by main activity or reason for not entering the labour force and by degree of labour market attachment. These alternative classifications can be derived from the same questions used to identify the unemployed and may be used separately or in combination to enable further analysis.

30. It is recommended that this population be classified by their main activity or reason for not entering the labour force into the following four groups<sup>14</sup>:

(a) “Attending an educational institution”: persons outside the labour force, who for most of the reference period attended any regular educational institution, public or private, for systematic instruction at any level of education. (See also non-core topic ‘School attendance’, paragraphs 124-128.);

(b) “Pension or capital income recipients”: persons, outside the labour force, who receive income from property or investments, interests, rents, royalties or pensions from former employment;

(c) “Performing unpaid household services”: persons, outside the labour force, who for most of the reference period were engaged in unpaid household duties in their own

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<sup>13</sup> Formerly “population not currently active.”

<sup>14</sup> The preferred terminology for these groups are (i) attending an educational institution, (ii) performing unpaid household services, (iii) retiring on pension or capital income, and (iv) others.

home, for example, housewives/-men and other relatives responsible for the care of the home, children or elderly people. (Domestic and personal services produced by domestic employees working for pay, however, are considered as employment in line with paragraph 18 above);

(d) "Others": persons outside labour force" who are receiving public aid or private support, and all other persons not falling into any of the above categories.

31. To support labour market analysis, persons outside the labour force may also be classified by degree of labour market attachment into the following groups:

(a) unavailable jobseekers, i.e. those "seeking employment" but not "currently available";

(b) available potential jobseekers, i.e. those not "seeking employment" but "currently available";

(c) willing non-jobseekers, i.e. those neither "seeking employment" nor "currently available" but who want employment;

(d) others, i.e. persons neither "seeking employment" nor "currently available" who do not want employment.

32. The classification of persons outside the labour force by degree of labour market attachment allows identification of the potential labour force, computed as the sum of (a) unavailable jobseekers plus (b) available potential job seekers. Together with unemployment, the potential labour force is a key measure of labour underutilization, relevant both in more and less developed settings, especially when labour absorption is, at the time, inadequate, or where the conventional means of seeking employment are of limited relevance, where the labour market is largely unorganized or of limited scope, or where persons are largely self-employed. Although not a part of the potential labour force, the group (c) willing non-jobseekers, represents another group of persons outside the labour force with an expressed interest in employment and is particularly relevant for social and gender analysis in specific contexts.

#### **D. Recommended classification by labour force status**

33. It is recommended that in presenting the total population according to labour force status the following categories should be used:

(1.0) Labour force

(1.1). Employed

(1.2). Unemployed

(2.0) Outside the labour fore

(2.1). Attending an educational institution

(2.2). Pension or capital income recipients

(2.3). Performing unpaid household services (optional)

(2.4). Others

In countries where the category "Performing unpaid household services" is not possible to distinguish, they should be classified in the category "Others".

## IV. Characteristics of jobs and/or establishments

### A. Selection of “job” to be classified by descriptive variables

34. Individuals can be classified according to descriptive variables such as “occupation”, “industry”, “status in employment” and “sector” only through their relationship with a job. This means that they must have been identified as being either “employed” or “unemployed” through the questions on “labour force status”. A job is defined as “the set of tasks and duties performed or meant to be performed by one person for a single economic unit.” A person may have had more than one job during the reference period. In such cases the main job is defined in the international standards as “that with the longest hours usually worked even if the employed person was not at work in the reference period.” For “employed” persons it is recommended that the main job held in the reference period is first established and then, the second job, as relevant. When ranking jobs held during the reference period, it is important to consider also jobs from which the person is temporarily absent during the reference period.

35. An “unemployed” person should be classified by “occupation”, “industry”, “status in employment” and “sector” on the basis of the last main job, which he/she had. The collection of data on characteristics of the last job (if any) of the unemployed is particularly important for users to have information on the characteristics of the unemployed in order to identify the specific areas of the economy or particular skills and occupations of unemployed people.

36. However, such data is of only limited relevance in respect of unemployed people who change jobs frequently or for the unemployed who last worked a long time ago. For the first group, it may be better to ask the characteristics of the type of job in which the person most frequently worked and for the second group, it might be better to set a time limit for past work experience (for example during the last 10 years) and only seek information on the characteristics of the last job if it was held within the time limit.

37. It is important to design the census questionnaire or the census information to be taken from registers in a way that will ensure that the variables “occupation”, “industry”, “status in employment” and “institutional sector” all relate to the same job. This should be a particular concern for those countries that rely on the use of (sometimes different) administrative registers for collecting information on these variables.

38. Some countries may want to describe in more detail the type of secondary work carried out by respondents engaged in more than one job during the reference period. In this case the information to be collected should allow for the identification and coding of a second, and perhaps even a third, job for which information about “occupation”, “industry”, “status in employment”, “institutional sector” and, if desired, “time worked”, recognizing the resources that would be required for this additional collecting and processing.

### B. Occupation (core topic)

39. “Occupation” refers to the type of work done in a job. “Type of work” is described by the main tasks and duties performed in the job.

40. For purposes of international comparison, it is recommended that countries prepare tabulations in accordance with the latest revision of the *International Standard Classification of Occupations (ISCO)*. At the time the present set of census recommendations was approved the latest revision was the one adopted by a Tripartite

Meeting of Experts in Labour Statistics in 2007 and endorsed by the Governing Body of the International Labour Organization (ILO) in 2008 and generally known as ISCO-08<sup>15</sup>.

41. Countries should code the collected occupational data at the lowest possible level supported by the responses. To enhance data quality, it would be useful to ask for both the occupational title and a brief description of the main tasks and duties performed in the job by each person employed and unemployed.

42. Countries coding “occupation” according to a national standard classification can establish correspondence with ISCO either through double coding or through “mapping” from the detailed groups of the national classification to ISCO.

### C. Industry (branch of economic activity) (core topic)

43. “Industry” (branch of economic activity) refers to the kind of production or activity of the establishment or similar unit in which the job(s) of the employed or unemployed person was located<sup>16</sup>.

44. For purposes of international comparability, it is recommended that countries compile information on industry according to the latest revision of the *International Standard Industrial Classification of All Economic Activities (ISIC)* available at the time of the census. At the time the present set of census recommendations was approved, the fourth edition of ISIC, adopted by the *United Nations Statistical Commission* at its thirty-seventh session in 2006, was the latest revision available<sup>17</sup>. Countries belonging to the European Economic Area should refer to NACE Rev.2.<sup>18</sup> Countries should code the collected industry information at the lowest possible level supported by the responses.

45. Countries coding “industry” according to a national standard classification should establish correspondence with ISIC either through double coding or through “mapping” from the detailed groups of the national classification to ISIC.

46. For those who work in fixed places of work, it is recommended that the name and address of the enterprise or establishment be collected in order to permit a check on the reporting (and to assist in the coding) of the “industry” variable. However, this is only feasible in a country where a statistical register exists that links business units to industry codes. Furthermore, it is recognized that, in some countries, the collection of the business name and address may be sensitive.

<sup>15</sup> *International Standard Classification of Occupations (ISCO-08) Volume 1, Structure, Group Definitions and Correspondence Tables* (Geneva, International Labour Office, 2012).

<sup>16</sup> For those persons who are recruited and employed by one enterprise but who actually work at the place of work of another enterprise (called “agency workers” or “seconded workers” in some countries), there would be user interest in gathering information about the industry of the employer as well as the industry of the place of work. However the collection of both would be more appropriate in a labour force survey rather than in a population census. The industry of the actual place of work may provide more reliable reporting of the “industry” variable in a population census.

<sup>17</sup> *International Standard Industrial Classification of All Economic Activities*, Statistical Papers, Series M, No. 4, Rev. 4, United Nations, New York, 2008.

<sup>18</sup> NACE Rev.2, *Statistical Classification of Economic Activities in the European Community*, Eurostat, Luxembourg, 2008.

## D. Status in employment (core topic)

47. "Status in employment" refers to the type of explicit or implicit contract of employment with other persons or organizations, which the person has in his/her job. The basic criteria used to define the groups of the classification are the type of economic risk, an element of which is the strength of the attachment between the person and the job, and the type of authority over establishments and other workers, which the person has or will have in the job. "

48. For purposes of international comparison, it is recommended statistics on status in employment be compiled in accordance with the latest international standards for statistics on this topic. At the time the present set of census recommendations was approved, a revision of these standards was under way and expected to be completed by 2018. The latest standard was the International Classification of Status in Employment (ICSE-93) adopted by the 15<sup>th</sup> ICLS in 1993. Based on ICSE-93, jobs may be classified by status in employment as follows:<sup>19</sup>

- (1.0) Employees
- (2.0) Self-employed
  - (2.1) Employers
  - (2.2) Own-account workers and members of producers' cooperatives
    - (2.2.1) Own-account workers
    - (2.2.2) Members of producers' cooperatives
  - (2.3) Contributing family workers
- (3.0) Persons not classifiable by status

49. It is recommended that data for at least, the two main categories (1.0) "employees" and (2.0) "self-employed" should be separately tabulated in all outputs classified by status in employment but that data for categories 2.1, 2.2 and 2.3 should always be collected in the Census. In the ICLS standards, members of producers' cooperatives are identified as a separate category at the second level of the classification. It is recommended that they be aggregated with own-account workers as shown above, in countries where they are statistically insignificant or not identifiable.

50. An employee is a person who works in a "paid employment" job, that is a job where the explicit or implicit contract of employment gives the incumbent a basic remuneration, which is independent of the revenue of the unit for which he/she works (this unit can be a corporation, a non-profit institution, government unit or a household). Persons in "paid employment" jobs are typically remunerated by wages and salaries, but may be paid by commission from sales, by piece rates, bonuses or in-kind payment such as food, housing or training. Some or all of the tools, capital equipment, information systems and/or premises used by the incumbent may be owned by others, and the incumbent may work under direct supervision of, or according to strict guidelines set by the owner(s) or persons in the owners' employment.

51. "Owner-managers of incorporated enterprises" are workers who hold a job in an incorporated enterprise in which they: (a) alone, or together with other members of their

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<sup>19</sup> For further details see "Resolution concerning the International Classification of Status in Employment (ICSE)" of the 15th International Conference of Labour Statisticians. Available at <http://www.ilo.org/public/english/bureau/stat/download/res/icse.pdf>

families or one or a few partners, hold controlling ownership of the enterprise; and (b) have the authority to act on its behalf as regards contracts with other organizations and the hiring and dismissal of “employees”, subject only to national legislation regulating such matters and the rules established by the board of the enterprise. In accordance with the European System of National Accounts, it is recommended that EU countries classify “owner-managers of incorporated enterprises” as employees. For international comparisons and in order to provide statistics on workers whose socio-economic and labour market characteristics are similar to the self-employed, as well as to inform government policies on promoting entrepreneurship, it is recommended to produce tabulations that enable separate identification of this group of workers.

52. The self-employed are persons hold a “self-employment job” where the remuneration is directly dependent upon the profits (or the potential for profits) derived through market transactions from the goods and services produced. The term “self-employed” refers to all the sub-categories under (2.0) in paragraph 49: Employers, Own-account workers, Members of producers’ cooperatives, and Contributing family workers.

53. An employer is a person who, working on his or her own account or with a small number of partners, holds a “self-employment” job and, in this capacity, on a continuous basis (including the reference period) has engaged one or more persons to work for him/her as “employees”. The incumbent makes the operational decisions affecting the enterprise, or delegates such decisions while retaining responsibility for the welfare of the enterprise. Some countries may wish to distinguish “employers” according to the number of persons they employ (see paragraphs 71-72 on non-core topic “number of persons working in the local unit of the establishment”).

54. An own-account worker is a person who, working on his/her own account or with one or a few partners, holds a “self-employment job” and has not engaged, on a continuous basis, any “employees”. (Note that an own-account worker, who during the reference period has engaged one or more “employees” on a short term and non-continuous basis, should not be classified as “employer”). As per the latest international recommendations on the topic, persons engaged in the cultivation of ancillary plots or the care of livestock for own consumption by their households are no longer included in employment on the basis of that activity. Participation in these productive activities is instead to be measured through the separate concept of “own-use production of goods” (see paras 73-78).

55. A member of a producers' co-operative is a person who holds a “self-employment” job in an establishment organised as a co-operative, in which each member takes part on an equal footing with other members in determining the organisation of production, sales and/or other work, the investments and the distribution of the proceeds among the members. Note that “employees” of producers' cooperatives are not to be classified to this group but should be classified as “employees”.

56. A contributing family worker is a person who holds a “self-employment” job in a market-oriented establishment operated by a related person living in the same or in another household, and who cannot be regarded as a partner (that is an employer or own account worker) because the degree of commitment to the operation of the establishment, in terms of working time or other factors to be determined by national circumstances, is not at a level comparable to that of the head of the establishment.

57. Persons not classifiable by status include those employed or unemployed persons for whom insufficient information is available, and/or who cannot be included in any of the preceding categories (for example unpaid workers assisting a family member in the completion of a “paid employment” job).

58. In traditional census questionnaires, the information concerning “status in employment” will most often be captured through pre-coded alternatives where only a few

words can be used to convey the intended meaning of each category. This may mean that classification of some of the situations on the borderline between two or more categories will be according to the subjective understanding of the respondent rather than according to the intended distinctions. This should be kept in mind when presenting the resulting statistics. Countries, which rely on the direct use of administrative records for the classification of persons according to “status in employment”, may find that the group “contributing family workers” cannot be separately identified. Those who would have been classified to this group when using a questionnaire may either be excluded from the “labour force” or be classified to one of the other groups.

## **E. Type of sector (institutional unit) (non-core topic)**

59. “Type of sector (institutional unit)” relates to the legal organisation and the principal functions, behaviour and objectives of the enterprise with which a job is associated.

60. Following the definitions provided in the *System of National Accounts (SNA)*, distinction should be made between the following institutional sectors:

(a) “Corporations sector”, consisting of non-financial and financial corporations (that is incorporated enterprises, private and public companies, joint-stock companies, limited liability companies, registered cooperatives, limited liability partnerships, etc.) and quasi-corporations;

(b) “General government sector”, consisting of central, state and local government units together with social security funds imposed or controlled by those units;

(c) “Non-profit institutions serving households sector” (for example, churches, professional societies, sports and cultural clubs, charitable institutions, aid agencies) that provide goods or services to households free or at prices that are not economically significant;

(d) “Households sector” (including unincorporated enterprises owned by households).

## **F. Place of work**

61. Place of work is the location in which an “employed” person performs his or her job, or where an “unemployed” person last performed a job. It is useful to distinguish the type of place of work from the geographic location of the place of work. Information on the type of place of work, distinguishing those working at home from those working in a fixed place outside home or with no fixed place of work, is useful in analysis of employment characteristics. Information on the geographical location of the place of work is used mainly to study commuting issues. It also enables profiles of the employed population by place of work and/or daytime population (as opposed to profiles by place of usual residence) to be built up. Coordination with the name (and address if given) of the enterprise or establishment collected for the “industry” variable is recommended. (see topic “Location of place of work” in the chapter on geographic characteristics).

### **Type of place of work (non-core topic)**

62. “Type of place of work” refers to the nature of the workplace and distinguishes between the home and other workplaces whether fixed or otherwise.

63. It is recommended that type of work place be classified according to the following categories, or a variation thereof necessitated by national circumstances:



(a) With a fixed place of work outside the home

- To this group should also be added persons who do not have a fixed place of work but who report to a fixed address at the beginning of their work period (for example bus drivers, airline pilots and stewards), as well as operators of street or market stalls which are not removed at the end of the workday. This group may also include individuals who travel to work, on a regular basis, across the national border to a neighbouring country.
- It is recommended that information should be collected the address of the place of work and name of the employer in order to permit a check on the reporting (and to assist in the coding) of the “industry” variable (while recognizing that this may be sensitive for some countries).

(b) Work at home

- This category will include farmers who work and live on their farms, home workers, self-employed persons operating (work) shops inside their own home, etc. Persons working and living at work camps will also fall in this category, unless they are identified as a separate category.

(c) No fixed place of work

- This category includes persons whose work involves travel in different areas and who do not report daily in person to a fixed address, for example travelling salesmen, and long-distance lorry drivers. It also includes ambulant vendors, operators of street or market stalls, which are removed at the end of the workday, construction workers working at different sites during the reference period and push-cart operators, etc.

## **G. Number of persons working in the local unit of the establishment (non-core topic)**

64. The “number of persons working in the local unit of the establishment” is the number of persons usually employed in the establishment, workplace or similar unit in which the job(s) of persons in employment was located.

65. The suggested classification is:

- (1.0) 1-4 persons
- (2.0) 5-9 persons
- (3.0) 10-19 persons
- (4.0) 20-49 persons
- (5.0) 50 persons or more

Some countries might require a more detailed sub-classification of group (4.0).

## H. Hours usually worked (non-core topic)

66. "Hours usually worked" is defined as the typical value of the hours actually worked in a job per a short reference period (e.g. week) over a long observation period<sup>20</sup>. It is the total time usually spent producing goods and services during the reference period adopted for measuring employment in the census, within regular working hours and as usual overtime (i.e. "direct hours"). "Hours usually worked" should include activities which, while not leading directly to the production of goods or services, are still defined as being part of the tasks and duties of the job, such as time spent preparing, repairing or maintaining the workplace or work instruments (i.e. "related hours"). In practice it will also include inactive time spent in the course of performing these activities, such as time spent waiting or standing by, and other short breaks (i.e. "down time" and "resting time"). Longer meal breaks, time spent on travel from home to work and vice versa, and time usually not worked because of regular sickness, regular reductions in hours due to economic or technical reasons (that is partial unemployment), etc. should be excluded.

67. It is recommended that for persons who have had more than one job during the reference period, the questionnaire should ensure the recording of "total time usually worked" (considering the sum of the hours usually worked in the different jobs). In addition, it is suggested that the questionnaire should separately collect the "hours usually worked" in the main job.

68. The inclusion of "hours usually worked" as a topic is particularly useful for countries concerned about the relevance for some users of the one-hour criterion in the definition of "employment". Tabulations of persons in "employment" by specified working-time hour bands may be prepared for such users, if "hours usually worked" has been measured.

69. To minimize response errors, the questions and instructions used to measure "hours usually worked" need to ensure that responses exclude all usual absences, whether paid or unpaid, and that all usual overtime, whether paid or unpaid, is included.

## V. Duration of job search (non-core topic)

70. "Duration of job search" refers to the length of time an "unemployed" person as defined in paragraph 0 above has been in that state since previously being either "employed" or "outside the labour force".

71. The duration of job search should be measured from when unemployed persons began actively seeking employment, or from the end of their last job (if any), whichever is shorter. To estimate the "duration of job search" one should either ask when the search for employment started, or for how long the search has been going on - with pre-coded alternative periods of duration. It should be noted that the census can only provide information on the duration of incomplete spells of job search, that is the elapsed duration of unemployment up to the time of the census. Countries should decide on the basis of national priorities and conditions whether duration of job search should be measured in terms of number of days, weeks or other time units, but to facilitate international comparisons it is suggested that from the measure chosen it should be possible to produce numbers for duration of "six months or more" and for "one year or more". The latter category serves to identify those in long-term unemployment.

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<sup>20</sup> *Resolution concerning the measurement of working time*, adopted by the Eighteen International Conference of Labour Statisticians (Geneva, 2008).

## VI. Participation in forms of work other than employment

### Persons in own-use production of goods (core topic)

72. Countries where production of goods for own final use (such as foodstuffs from agriculture, fishing, hunting and gathering, water, firewood and other household goods), represents an important component of the livelihood of a part of the population, whether as a main or secondary activity, will need to consider collecting information in the population census on the number of persons engaged in this form of work (previously included within the concept of employment). Such information is essential for benchmarking purposes, especially where household surveys are not frequent, for comprehensive sectoral analysis particularly of work in agriculture, forestry and fishing, and to enable integration between the population census and the agricultural census (see the section on agriculture).

73. Persons in own-use production of goods are all those above the specified age who, during a specified reference period, performed “any activity” to produce goods for own final use. The notion “for own final use” is interpreted as production where the intended destination of the output is mainly for final use by the producer in the form of capital formation, or final consumption by household members, or by family members living in other households.

74. According to the international standards, “any activity” to produce of goods (within the 2008 SNA production boundary) covers work performed for at least 1 hour in the following activities, when the intended destination of the output is mainly for own final use:

- (a) producing and/or processing for storage agricultural, fishing, hunting and gathering products;
- (b) collecting and/or processing for storage mining and forestry products, including firewood and other fuels;
- (c) fetching water from natural and other sources;
- (d) manufacturing household goods (such as furniture, textiles, clothing, footwear, pottery or other durables, including boats and canoes);
- (e) building, or effecting major repairs to, one’s own dwelling, farm buildings, etc.

75. For measurement purposes, the intended destination of the output should be established in reference to the specific goods produced, based on self-declaration (i.e. mainly for own final use). In the case of goods from agriculture, fishing, hunting or gathering activities intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

76. Persons may engage in own-use production of goods as a main or secondary activity, throughout the year or on a seasonal basis. To ensure complete coverage, the census questions on participation in own-use production of goods should be applied to all persons above the specified age for collecting information on the economic characteristics of the population, irrespective of their labour force status. The reference period may refer to the last 12 months, calendar year, agricultural year or season, as relevant to national circumstances. Where pertinent, the choice of reference period should promote coherence with the agricultural census (see the section on agriculture).

77. For assessments of the volume of work performed by persons in own-use production of goods, particularly when using a long reference period, it may be useful to include a question on working time, in particular hours usually worked (see para. 65), or based on

broad categories such as part-time/full-time, part-year/full-year, number of months, as feasible and relevant to the main uses of the statistics.

## **VII. Main source of livelihood (non-core topic)**

78. The “main source of livelihood” is the principal source of income from which the consumption of each person was financed during a specified reference period. It is recommended that preference is given to a long reference period, such as the preceding twelve months, calendar year or financial year, in order to take account of sources which may actually provide an income at periodic or seasonal intervals (such as income from seasonal activities, payment of quarterly benefits from pension plans, annual payment of scholarships or dividends, income from intermittent secondary activities, etc.). Income in kind as well as in cash should be taken into account.

79. Information on “main source of livelihood” should be obtained for all persons, irrespective of their labour force status, and may not necessarily coincide with the main activity status or the main form of work of the person. The “main source of livelihood” is a useful concept to complement the measurement of the labour force and of status in employment. However, it is not suitable for the measurement of labour force status and should not be used to classify the population according to activity status. The “main source of livelihood” can be very useful to cross-classify the different activity statuses. For example, employed persons whose “main source of livelihood” is not employment is relevant because the persons classified as “employed” may include some who only work during a brief portion of the year and who depend on other sources of income (such as own-use production of goods as in the case of subsistence farming or fishing, unemployment benefits, rentals) or on other persons for their livelihood.

80. Where countries decide to include this topic, it is recommended that the information be obtained through direct questions, if possible by means of a list of potential sources. The list of potential sources of livelihood should be sufficiently detailed so as to avoid omitting certain possibilities (for example social welfare payments, pensions, rentals).

81. It is suggested that the following main sources of livelihood should be distinguished:

- (1.0) Employment:
  - (1.1) Wage employment
  - (1.2) Self-employment
- (2.0) Own-use production of goods
- (3.0) Property and other investments
- (4.0) Pensions of all types
  - (4.1) Paid by the State and other public bodies
  - (4.2) Paid by enterprises, institutions, co-operative organizations and others
- (5.0) Other transfers:
  - (5.1) Sickness and maternity allowances
  - (5.2) Unemployment benefits and relief
  - (5.3) Scholarship
  - (5.4) Benefits and assistance other than pensions, unemployment benefits, scholarship, and sickness and maternity allowances, provided by the

State, other public bodies, co-operative organizations, enterprises or institutions

(6.0) Loans or reduction of savings, realisation of capital

(7.0) Dependent (mainly supported by another person or persons)

(8.0) Other sources

82. Category (2.0) comprises persons whose main source of livelihood is the production of goods intended mainly for own final use or consumption by their household or family. It includes agricultural, fishing and hunting and gathering activities mainly for intended for own final use.

83. Category (6.0) (“Loans or reduction of savings, realisation of capital”) covers the situation in which a person’s main source of livelihood is the proceeds from the sale of assets or from drawing on savings or from loans.

84. Category (7.0) comprises those persons who rely on the support of another person or persons for their main source of livelihood. Such a dependant may have some income from employment or other sources but insufficient for these sources to constitute his or her main source of livelihood.

85. The independent population comprises all persons who are classified in categories (1.0) to (6.0). A supporter is a person in any of these five categories on whom one or more persons rely for their main source of livelihood.

## VIII. Household income (non-core topic)

86. “Household income” may be defined as: “All receipts whether monetary or in kind (goods and services) that are received by the household or by individual members of the household at annual or more frequent intervals. Household income covers (i) income from employment (both paid and self-employment); (ii) income from the production of goods for own final use; (iii) income from the provision of household services for own final use; (iv) property income; and (iv) current transfers received.”.It excludes windfall gains and other such irregular and typically one-time receipt.<sup>21</sup>

87. Countries may wish to collect information on the amounts of income received by individual persons and/or households during a specified reference period, from any source. If this topic is included in the census, it is recommended that data be obtained from all persons above a specified age, whether they are employed or not. Income should be measured both for the individual and for the household of which he/she is a member.

88. Depending on national circumstances, the necessary information can be collected either through a census questionnaire or through the direct use of administrative records. Problems of collecting data on income through a questionnaire are partly related to the sensitivity of such questions in many societies and partly to the difficulty, which many persons may have in finding, or remembering accurately, the requested information. Collection of reliable data on household income, especially income from self-employment and property income, is extremely difficult in general field inquiries, particularly population censuses. The inclusion of non-cash income further compounds the difficulties. Collection

<sup>21</sup> See *Resolution concerning household income and expenditure statistics*, adopted by the Seventeenth International Conference of Labour Statisticians (Geneva, 2003), paras. 4 - 5., available at, [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms\\_087503.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087503.pdf)

of household income data in a population census, even when confined to cash income, presents special problems in terms of burden of work, response errors, and so forth. Therefore, this topic is generally considered more suitable in a sample survey of households. Depending on the national requirements, countries may nonetheless wish to obtain limited information on household income, by covering only some of the income components (e.g., only income from employment), for shorter reference period (e.g., of one month), and cover only cash income. As thus defined, the information collected can provide some input into statistics that have many important uses.

89. According to international standards on the subject, the income from employment of employed persons should include wages and salaries of employees, income of members from producers' cooperatives and the mixed income of employers and own-account workers operating business and unincorporated enterprises. In addition to the income from employment of employed household members, the total income of the household should include, for example, the interest, dividends, rent, social security benefits, pensions and life insurance annuity benefits of all its members. The Handbook on household income statistics provides further guidance on concepts and methods related to this topic<sup>22</sup>.

90. The concepts involved in determining income are not simple to grasp and respondents may be unable or unwilling to provide exact information. For example, income should include social security, pension fund contributions and direct taxes withheld from employees' salaries, but some persons will undoubtedly not include these amounts in reporting their salaries. Significant items of total household income may also be excluded or misstated. Despite instructions given to enumerators, the data collected can therefore be expected to be approximate. Accordingly, in the presentation of results it is usually appropriate to use broad income or earnings size-classes. As an aid to the interpretation of the results, tabulations of the data should be accompanied by a description of the items of income assumed to be included and, if possible, an estimate of the accuracy of the figures.

## **IX. Socio-economic groups (derived non-core topic)**

91. The purpose of a set of "socio-economic groups" is to identify different groups of persons where the members of a particular group are, on the one hand, reasonably homogeneous and, on the other hand, fairly clearly distinguished from members of other groups in respect of their social, economic, demographic and/or cultural circumstances and behaviour. A set of "socio-economic groups" can be derived from the detailed categories of the following classifications: status in employment; occupation; and main source of livelihood.

92. As there is no international standard classification of the population by socio-economic group, countries may wish to prepare their own classification.

93. Unemployed persons who have previously worked should be included in the category relating to their former employment activity.

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<sup>22</sup> Canberra Group Handbook on Household Income Statistics, second edition, 2011, available at [http://www.unece.org/fileadmin/DAM/stats/groups/cgh/Canberra\\_Handbook\\_2011\\_WEB.pdf](http://www.unece.org/fileadmin/DAM/stats/groups/cgh/Canberra_Handbook_2011_WEB.pdf)

## Annex

Diagram 2.

### Classification of working age population by labour force status

