

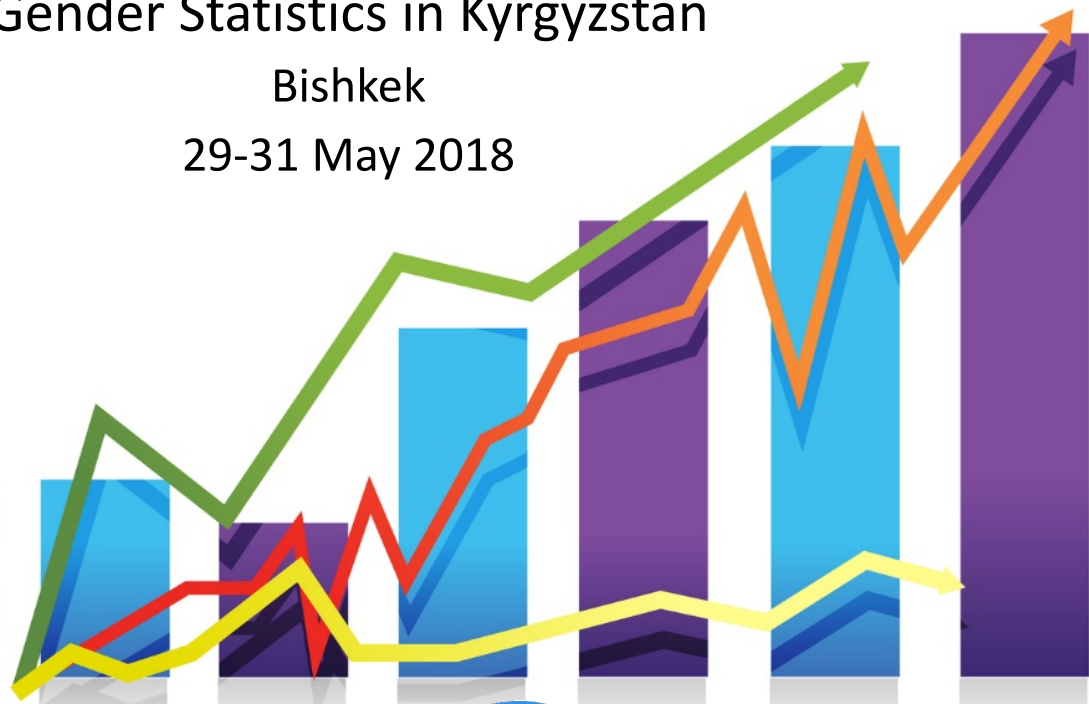
# Measuring work and economic activity

Workshop on Disseminating, Communicating and Using Gender Statistics in Kyrgyzstan

Bishkek

29-31 May 2018

**WORK**



**UNECE**

# Session outline

1. Gender and economic activity
2. Definition of work
3. Data sources
4. Some key gender indicators
5. Status in employment
6. Practical activity

# Gender and economic activity

- Many kinds of work, both paid and unpaid
- Differences and inequalities between the activities undertaken by women and men
- Typical gender gaps in economic activity:
  - Women less likely to participate in labour force than men
  - Employed women work less hours in employment
  - Women earn less income
  - Men more likely to work in mining and construction
  - Women more likely to work in services sector



# Definition of work

“Work” = 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.

**Productive activities**

**Non-productive activities**

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## Productive activities

### Economic production

Producing goods for market  
e.g. manufacturing, agriculture, artists

Producing services for market  
government administration, banking, cleaners

Producing goods for own-use  
e.g. growing food for family

### Non-economic production

Producing services for own-use

- e.g. caring for own children, cooking, cleaning, gardening, repairs to house

## Non-productive activities

For example:

- Eating
- Sleeping
- Watching television
- Studying

# Definition of work

“Work” = 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.

## Five forms of work

### 1. own-use production work

production of goods and services for own final use

### 2. employment work

work performed for others in exchange for pay or profit

### 3. unpaid trainee work

work performed for others without pay to acquire workplace experience or skills

### 4. volunteer work

non-compulsory work performed for others without pay

### 5. other work activities (not defined elsewhere)

# Everyone is either

**Priority Rule:** employment over unemployment and outside labour force



Employed



Unemployed



Outside the  
labour force

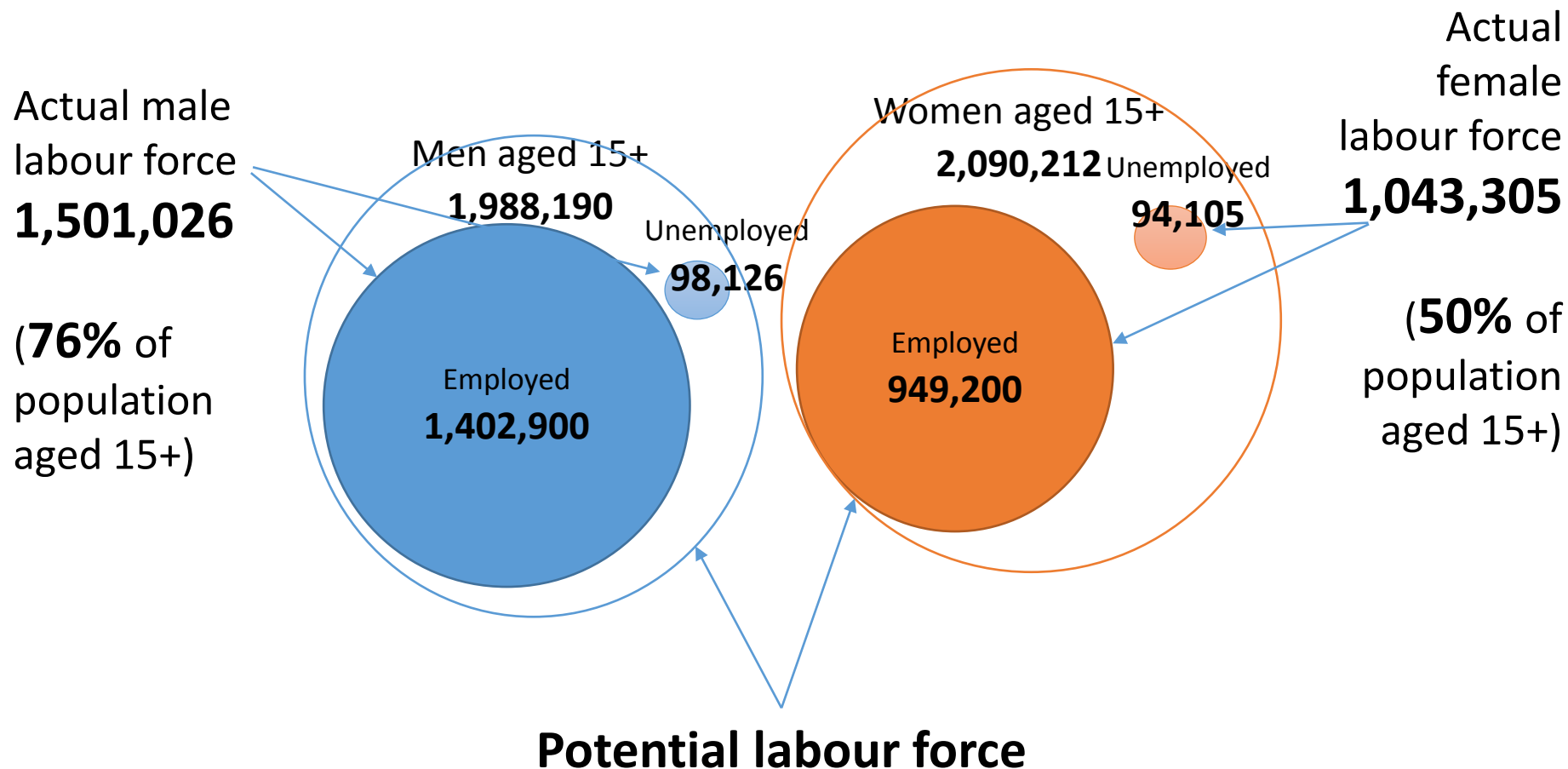
**Labour force**  
(employed + unemployed)

# Employment work

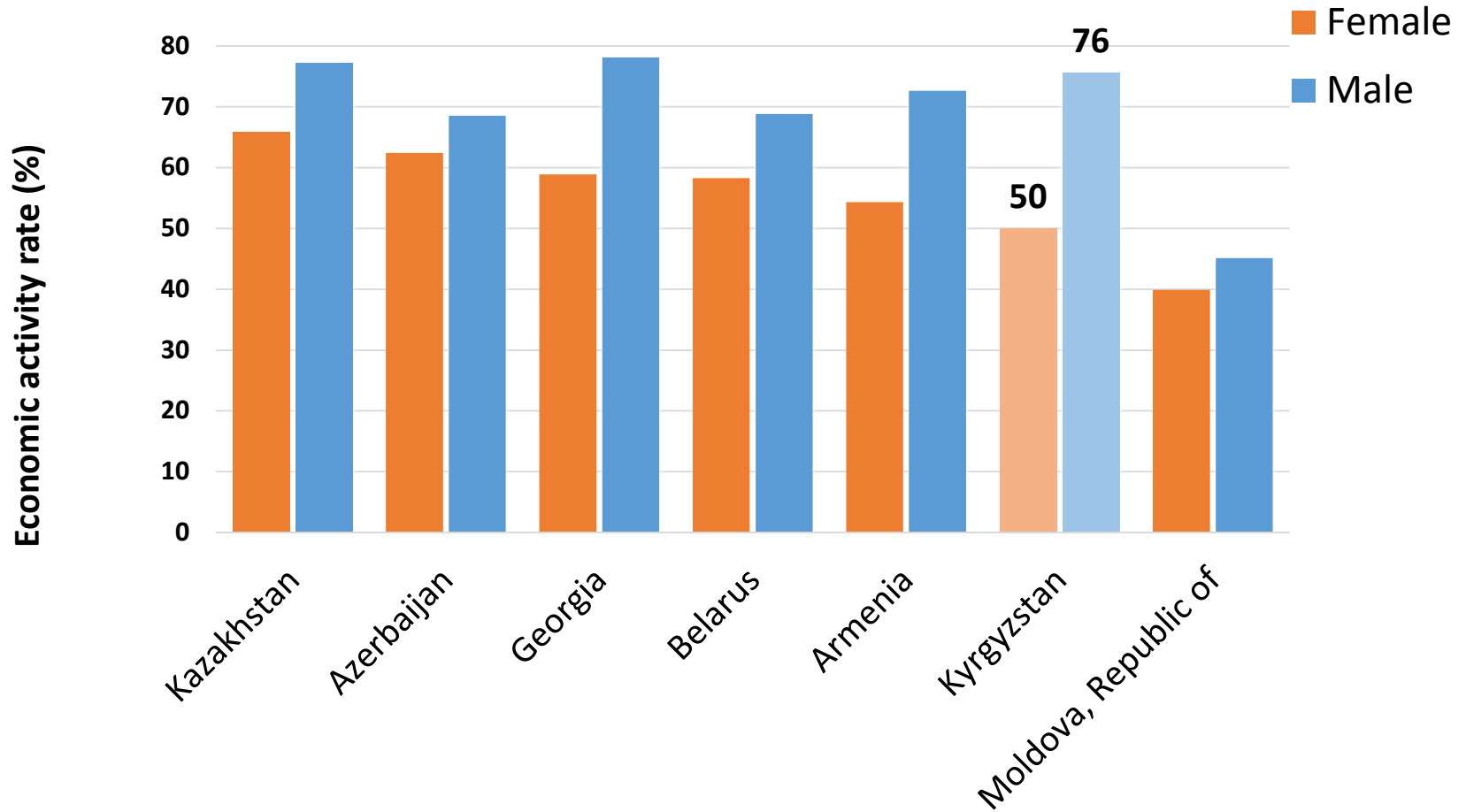
Productive activities		Non-productive activities
<b>Economic production</b>	<b>Non-economic production</b>	For example: <ul style="list-style-type: none"><li>• Eating</li><li>• Sleeping</li><li>• Watching television</li><li>• Studying</li></ul>
Producing goods for market e.g. manufacturing, agriculture, artists	Producing services for own-use <ul style="list-style-type: none"><li>• e.g. caring for own children, cooking, cleaning, gardening, repairs to house</li></ul>	
Producing services for market government administration, banking, cleaners		
Producing goods for own-use e.g. growing food for family		



# Example: Size of the population versus the labour force, Kyrgyzstan, 2015

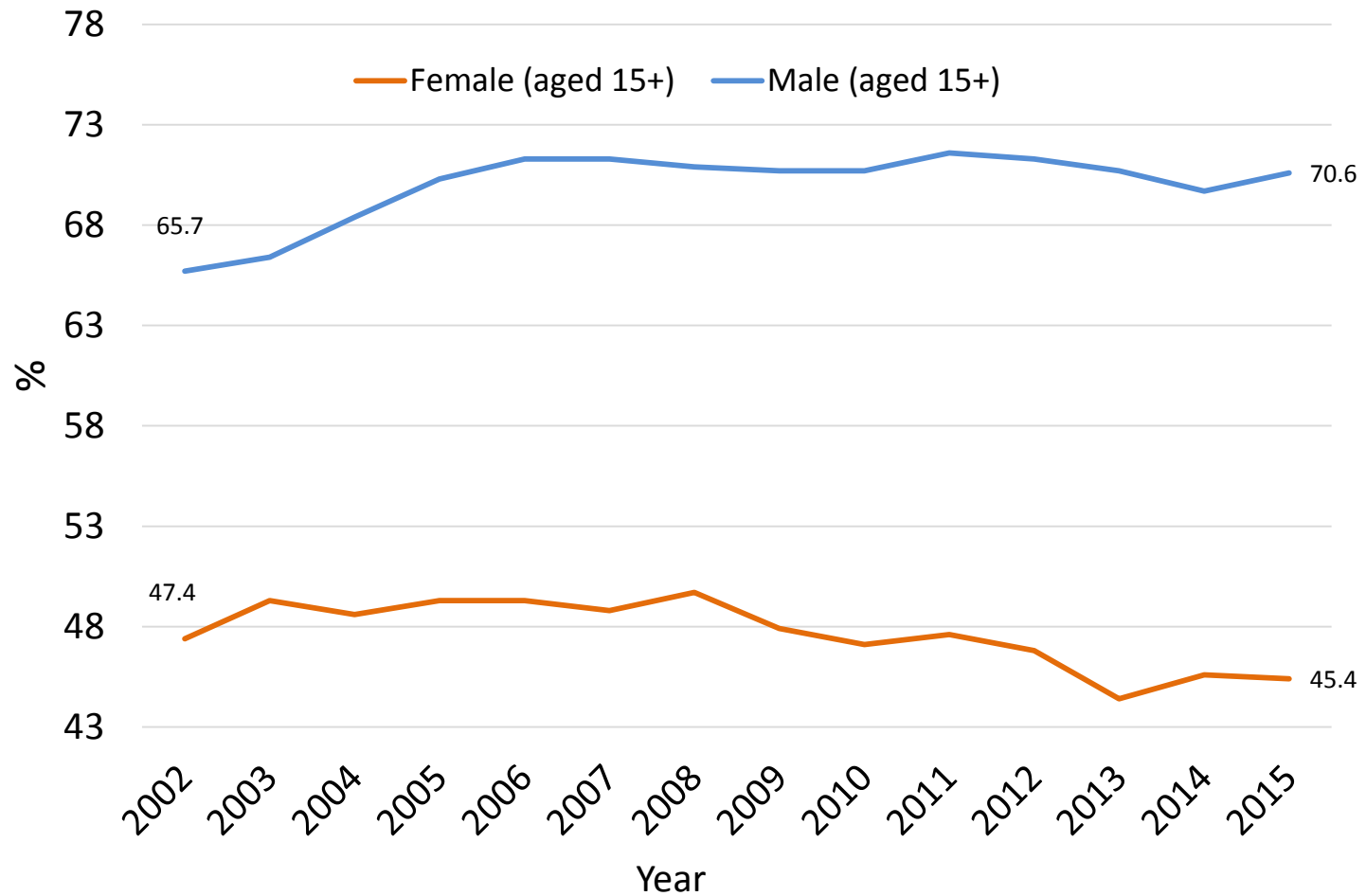


# Economic activity rate, population aged 15 and above, 2015



Source: UNECE Gender Database

# Employment rate by sex, Kyrgyzstan, 2002-2015



Source: UNECE Gender Database

# Some key gender indicators

Kyrgyzstan, 2015

*Females*      *Males*

• <b>Economic activity rate</b> % in the labour force	50	76
• <b>Inactivity rate</b> % outside the labour force	50	24
• <b>Employment rate</b> % employed	45	71
• <b>Unemployment rate</b> % of labour force who are unemployed	9.0	6.5
• <b>Status in employment</b> employer, employee, own-account worker, contributing family worker		
• <b>Gender pay gap</b> as difference in monthly earnings (male average earnings – female average earnings)/ male average earnings * 100	24.5	

Source: UNECE Statistical Database

# How are data collected?

## **Labour force survey**

- Household sample survey
- Gathers details to classify people as employed, unemployed, or not
  - Did you do any work in the last week for pay or profit?
  - Did you have a job, farm, or business that you were temporarily absent from?
  - Did you actively look for work?
  - Would you have accepted a job if one was offered to you?
- More details of those in employment
  - Occupation, industry, employer (e.g. formal or informal), hours worked, leave conditions, wages
  - Also demographic characteristics, education level, etc.

# How are data collected?

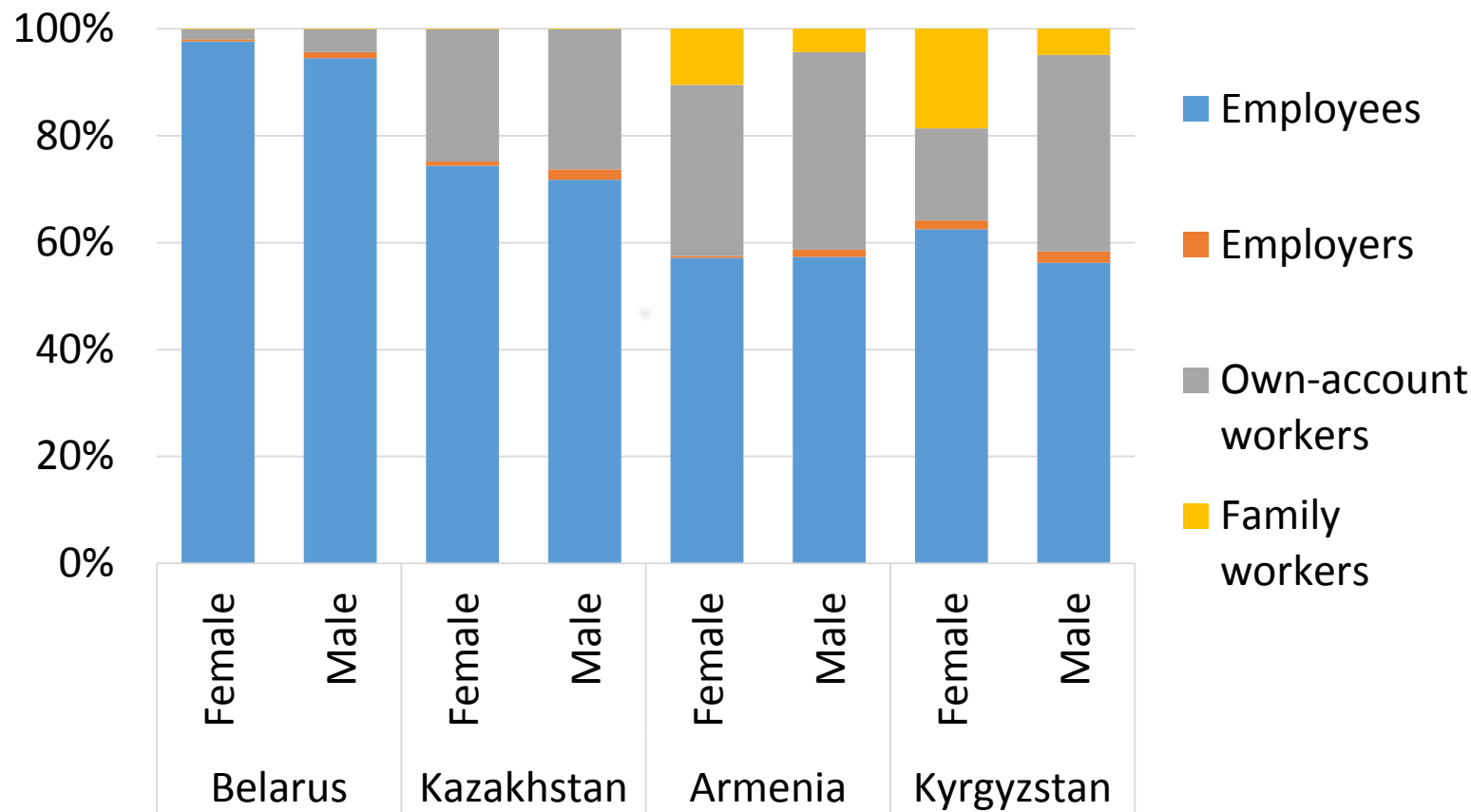
## Population and housing censuses

- Gather basic information on labour force participation
  - Questions are limited
  - Not as good a source as labour force surveys
- 
- Business surveys / administrative registers
    - Valuable source for formal sector employment

# Status in employment

1. **Employees** – workers who hold paid employment jobs
2. **Employers** – workers who hold self-employment jobs and have engaged, on a continuous basis, one or more persons to work for them in their business as employees
3. **Own-account workers** – workers who hold self-employment jobs and have not engaged, on a continuous basis, any employees to work for them during the reference period.
4. **Members of producers cooperatives** – workers who hold self-employment jobs in a cooperative producing goods and services, in which each member takes part on an equal footing with other members
5. **Family workers** – workers who hold self-employment jobs in a market-oriented establishment operated by a related person living in the same household, who cannot be regarded as partners because their involvement is not comparable to the head of the establishment

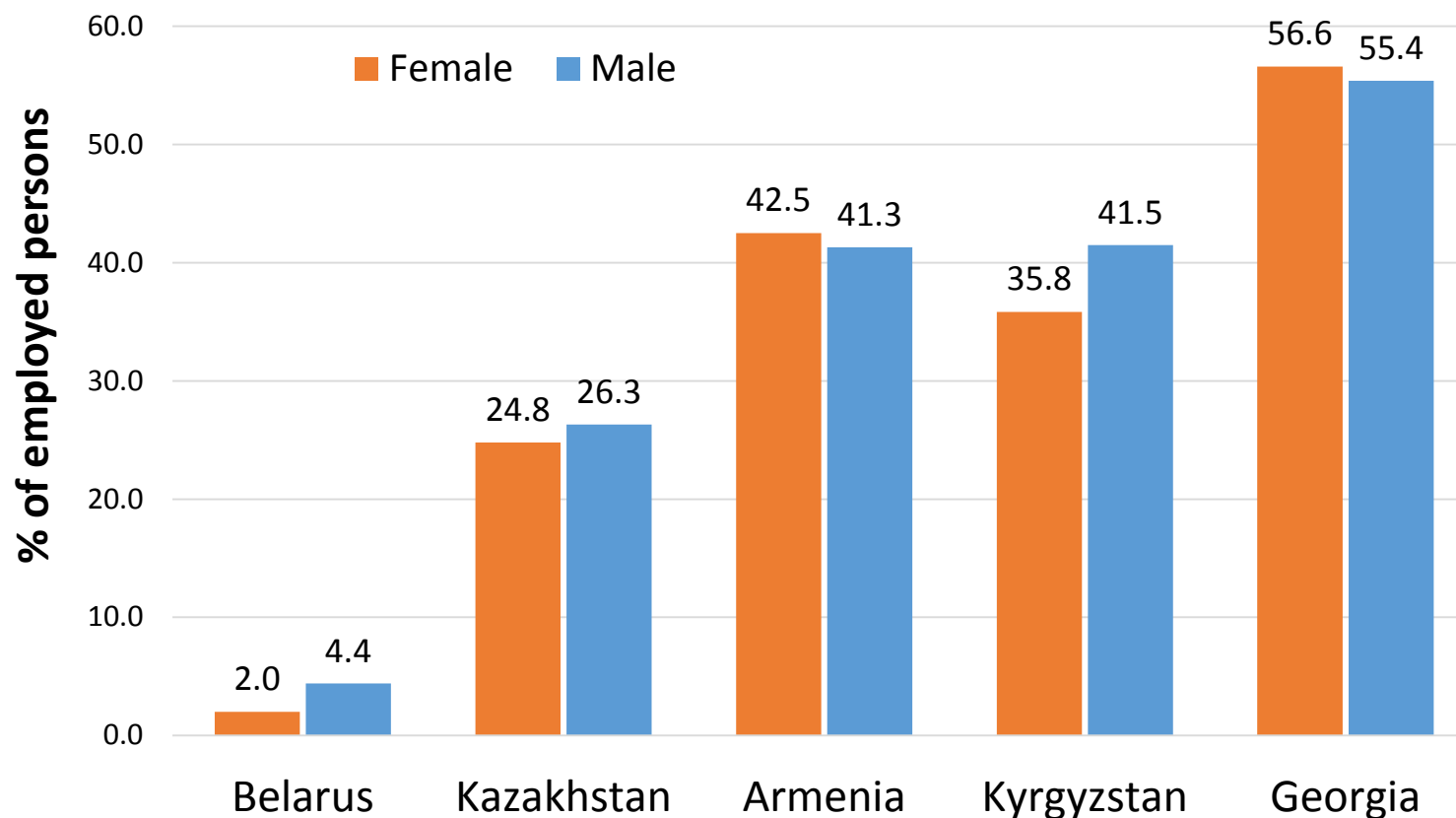
## Distribution of status in employment, by sex, selected countries, 2015



Source: UNECE Statistical Database, compiled from national and international (Eurostat and ILO) official sources. Data do not cover the persons who are living in institutions and those who are working in the army. Data refer to the population aged 15-70.



## Percentage of employed persons in vulnerable employment, selected countries, 2015



Source: UNECE Statistical Database, compiled from national and international (Eurostat) official sources.

Footnotes: Vulnerable employment is the sum of own-account workers and family workers. Data do not cover persons who are living in institutions and those who are working in the army. Data refer to the population aged 15-70.

# Everyone is either

**Priority Rule:** employment over unemployment and outside labour force



**Employed**



**Unemployed**



**Outside the labour force**

**Labour force**

(employed + unemployed)

## **Employed (doing employment work)**

- above a certain age (usually 15 years old)
- performed some work for a wage, salary, profit or family gain, be it in cash or in kind
- also included are those temporarily absent from their job for some reason (e.g. holidays or short-term illness)

## **Unemployed (looking for employment work)**

- above a certain age
- not employed
- currently available and actively seeking work

## **Not participating / not available for employment work**

- Children
- Students (not employed)
- Retirees
- Too ill or disabled to work
- Engaged in non-employment work
  - Own-use production work
  - Volunteer work
  - Unpaid trainee work
  - Other work

# Group activity for data users

Making a direct contribution to the economy  
(Classifying work situations)

**Task 1:** Classify each of the following individual work situations into these categories:

**EMPL**



Employed

**UNEMPL**



Unemployed

**OUT**



Outside the  
labour force

**Labour force**  
(employed + unemployed)

Homemaker who works as a school teacher two days per week	<b>EMPL</b>	Unpaid domestic helper who gets room and meals provided	<b>EMPL</b>
University student (full time)	<b>OUT</b>	Member of armed forces	<b>EMPL</b>
Bus driver (full-time)	<b>EMPL</b>	Volunteer at local church	<b>OUT</b>
High school student with part-time job in a shop	<b>EMPL</b>	Engineer currently out of a job	<b>UNEMPL</b>
Doctor	<b>EMPL</b>	Full-time father	<b>OUT</b>
Civil servant	<b>EMPL</b>	Waitress who is actively looking for an office job	<b>EMPL</b>
Unable to work due to long-term illness	<b>OUT</b>	School leaver looking for a job	<b>UNEMPL</b>
Retired person receiving old-age pension	<b>OUT</b>	Homemaker who manages family business	<b>EMPL</b>
Farmer	<b>EMPL</b>	Wealthy person who loves to travel	<b>OUT</b>
Full-time mother	<b>OUT</b>	Business owner	<b>EMPL</b>
Child below age 15	<b>OUT</b>		

# Group activity for data users

Making a direct contribution to the economy  
(Classifying work situations)

**Task 2:** Classify all the employed people into the status category:

**Employee;** **Employer;** Own-account worker; **Family worker**

Homemaker who works as a school teacher two days per week	<b>Employee</b>	Unpaid domestic helper who gets room and meals provided	<b>Employee</b>
Bus driver (full-time)	<b>Employee</b>	Member of armed forces	<b>Employee</b>
High school student with part-time job in a shop	<b>Employee</b>	Waitress who is actively looking for an office job	<b>Employee</b>
Doctor	<b>Employee</b> Own-account <b>Employer</b>	Homemaker who manages family business	<b>Family worker</b>
Civil servant	<b>Employee</b>	Business owner	<b>Employer</b>
Farmer	Own-account		

# Practical exercise

## Applying labour force statistics to policies for women's economic empowerment

Examine the data for each of the indicator, what can you find of interest

- Gaps and similarities between women and men
- Trends (changes over time)
- ...

### Questions for discussions

- What does data suggest about women and men's overall situation in the labour market? (3-4 suggestions)
- What further data or evidence would you need to understand the situation? (2-3 suggestions)
- What types of policies or programs should be considered to boost women's economic activity? (3-4 sentences)