

Labour force indicators from a gender perspective

Workshop on Communicating Official Statistics

Astana, Kazakhstan

19-21 October 2022

Labour
force



UNECE

Session outline

1. Gender and economic activity
2. Definitions of work and employment
3. Indicators
4. 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 the 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

Economic production

Non-economic production

Producing goods for market

e.g. manufacturing, agriculture, artists

Producing services for market

e.g. government administration, banking, cleaners

Producing goods for own-use

e.g. growing food for family

Producing services for own-use

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

For example:

- Eating
- Sleeping
- Watching television
- Studying

Cannot be performed by a third person

Forms 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.

1. **Own-use production work**

production of goods and services for own final use

2. **Employment**

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)

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 work)

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

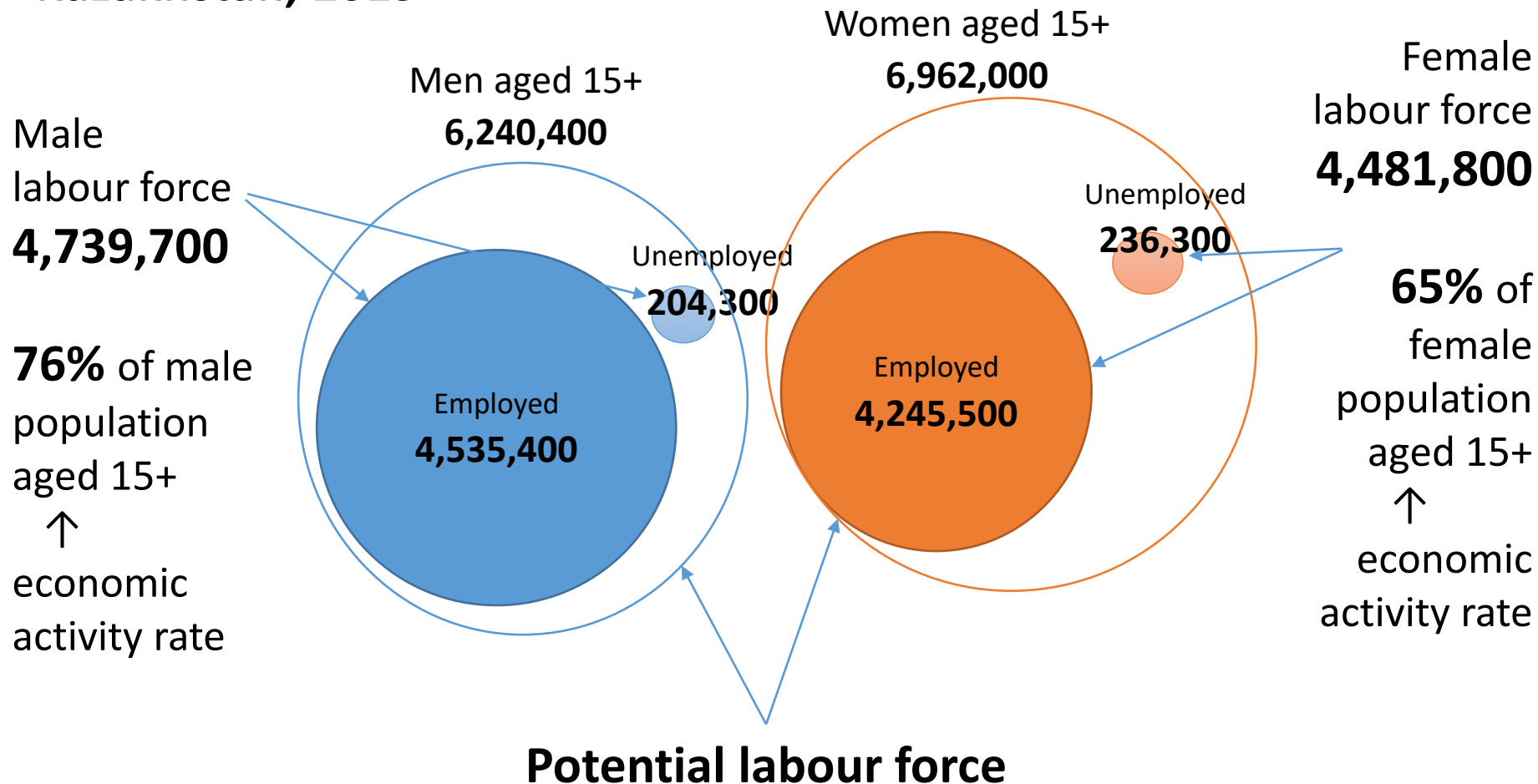
Not participating / not available for employment

- 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

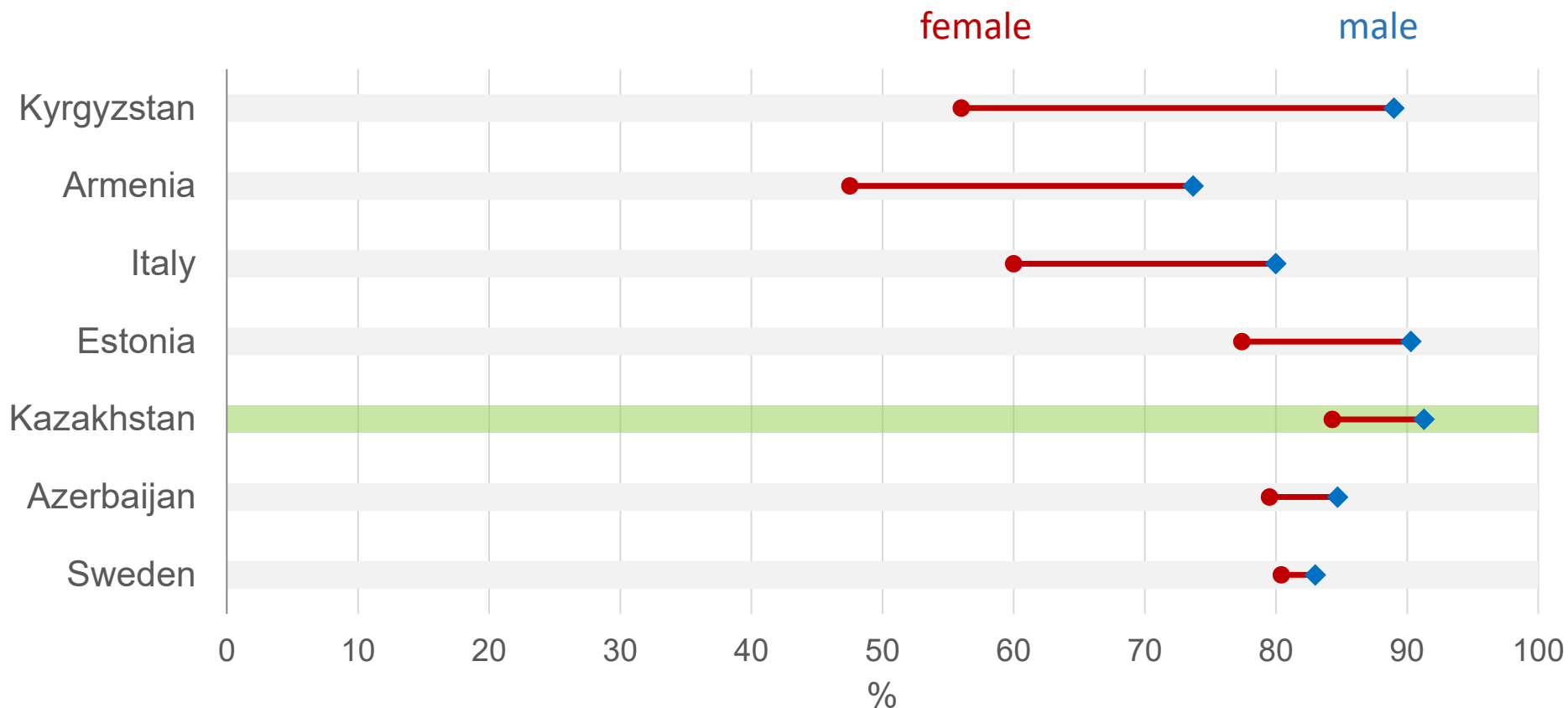
Employment

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

Example: size of the population and the labour force, Kazakhstan, 2019

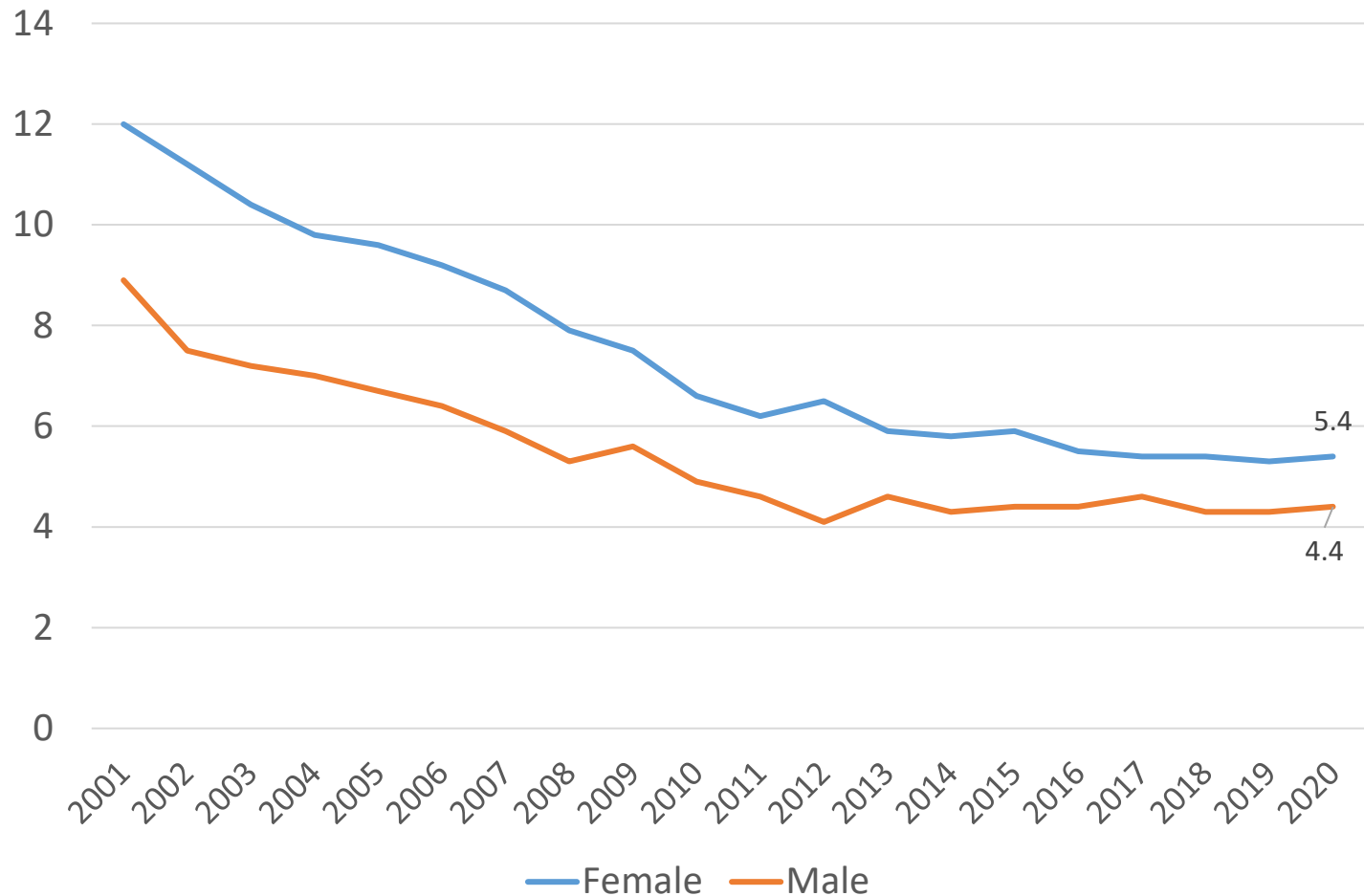


Employment rate at age 25-49, by sex, 2019



$$\text{Employment rate} = 100 \times \frac{\text{Employed}}{\text{Population}}$$

Unemployment rate by sex, Kazakhstan, 2001-2020, %



$$\text{Unemployment rate} = 100 \times \frac{\text{Unemployed}}{\text{Employed} + \text{Unemployed}}$$

Everyone is either

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Outside the labour force

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Not participating / not available for employment work

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 - Volunteer work
 - Unpaid trainee work
 - Other work

Exercise: Classifying work situations

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

Status in employment

ICSE-18 -- International Classification of Status in Employment

5 categories in ICSE-93; 10 categories in ICSE-18

Employees – workers who hold paid employment jobs

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

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.

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

Status in employment by sex, Kazakhstan, 2020, per cent

	Women	Men
Employees	78.1	75.5
Employers	0.9	1.7
Own-account workers	20.9	22.7
Family workers	0.1	0.1
Total	100.0	100.0

Status in employment

ICSE-18 -- International Classification of Status in Employment
5 categories in ICSE-93; **10 categories in ICSE-18**

11 **Employers** in corporations

12 **Employers** in household market enterprises

21 **Owner-operators** of corporations without employees

22 **Own-account** workers in household market enterprises without employees

30 **Dependent** contractors

41 Permanent **employees**

42 Fixed-term **employees**

43 Short-term and casual **employees**

44 Paid apprentices, trainees and interns

51 Contributing family workers

Status in employment

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New category:

30 - **Dependent contractors**

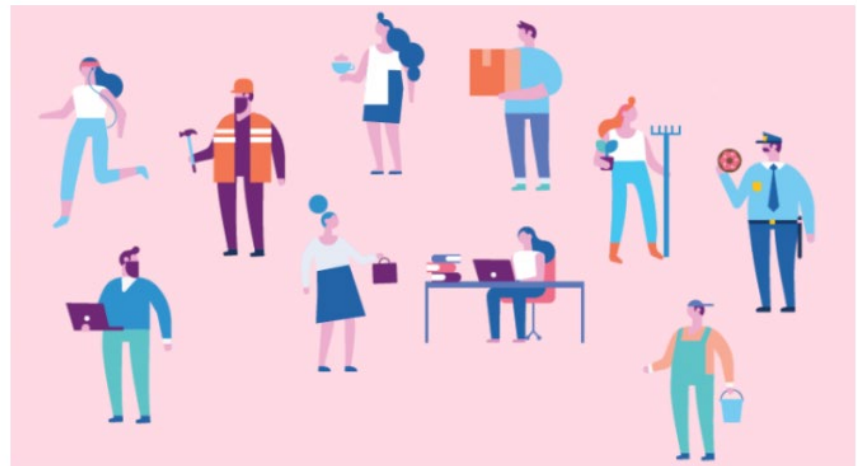
Contracted to provide goods or services for or through another economic unit.

They are not employees of that economic unit, but are dependent on that unit for organization and execution of the work, income, or for access to the market.

They are dependent on another entity that exercises control over their productive activities and directly benefits from the work performed by them.

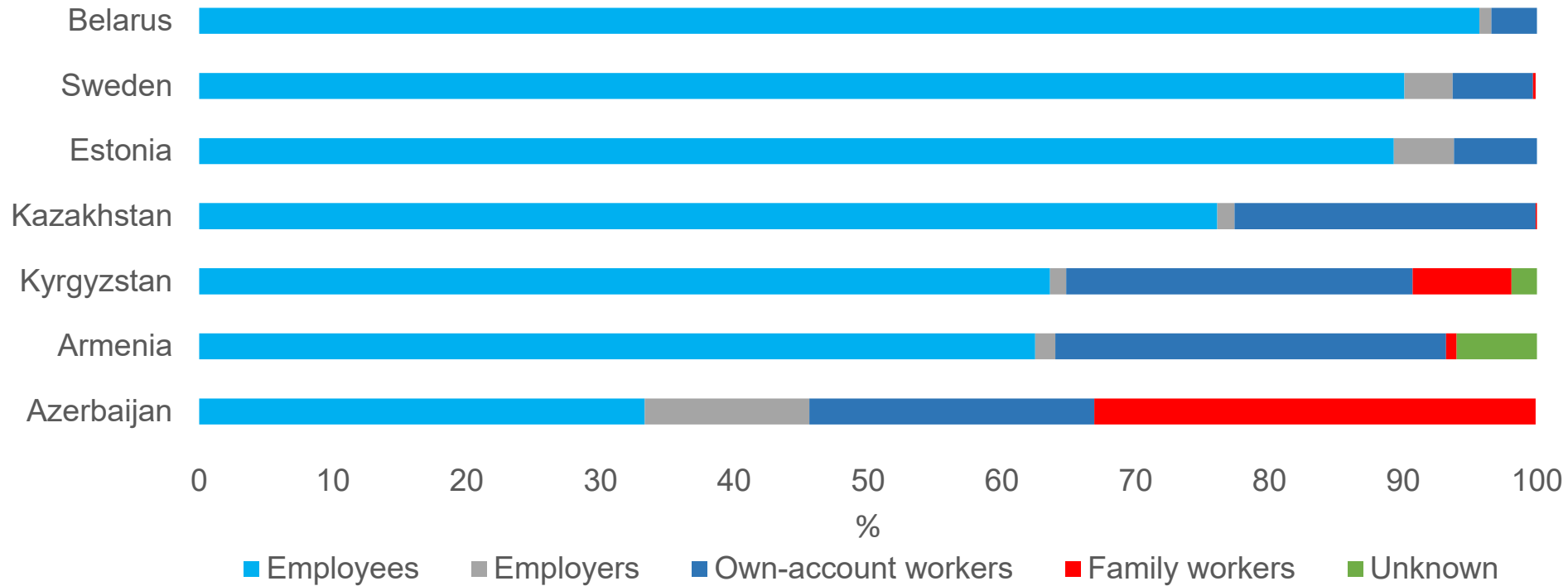
Measuring forms of employment and understanding their impact

[Handbook on forms of employment \(August 2022\) available at the UNECE web site](#)



Status in employment, 2019

ICSE-93



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

Exercise: classification by status in employment

Classify all the employed people into the status category:

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

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