Introduction to Labour Statistics

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Outline

Labour statistics

Use and users of labour statistics

Standards and guidelines

Dimensions of labour statistics
Labour statistics is a field concerned with the collection, organization, and interpretation of data about labour-related phenomena. They are used to describe and analyse the size and structure of the labour market and how these changes over time. Labour statistics represent a part of official national statistics. It is an important part of total information needed for understanding the behaviour of the labour market. Multidimensional perspectives include economic & social perspectives and macro and micro perspectives.
Users and use of labour statistics

Users of labour statistics

Are used by a broad audience and serve a number of purposes.

- governments agencies
- economists
- analysts
- journalists
- business people
- trade unions,
- employer associations,
- Students & teachers
- industrial tribunals
- academic researchers

Use of labour statistics

Are used to described and analysed the size and structure of labour market and how these changes over time.

<table>
<thead>
<tr>
<th>Macroeconomic monitoring</th>
<th>Formulate, implement policies &amp; programmes</th>
<th>Monitor progress towards attainment of goals</th>
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</table>


Labour statistics provide information on

| Economic activity of the population (employment, unemployment and underemployment) |
| Demand for labour, Labour turnover (Hiring and separations), Job vacancies and labour mobility including changes of geographical location, employer, type of work |
| Distribution of economically active population by industry, occupation, sex, age group, geographical location, institutional sector etc. |
| Condition of work including Hours work, Earnings, Wage rate, Vacation time, Access to health and welfare facilities |
| Industrial and occupational safety, accidents at work, injuries and illnesses. |
| Breaches of labour law, illegal foreign employment, Child labour, Unsafe working conditions |
| Industrial relations, Industrial disputes, Membership of unions, Collective bargaining agreement |
| Vocational training and human resource development including outputs of training institutions, and skill levels and training need of the economically active population |
| Labour cost and labour productivity |
| Other matters directly related to the welfare and activities of the working population such as household income and expenditure, consumer prices etc |
Relevance of labour statistics as part of labour market information

Policy instruments requires

1. Macro-economic Policies
2. Poverty Reduction Strategy
3. Labour Market Policies
4. Employment policy
5. Sectoral Policies
6. Micro and Small Enterprise Development Policies
7. Skill Development Policies
8. Gender Policies

Statistical planning

Development of statistics

Statistical data collection plans

Labour statistics & indicators
International standards on labour statistics

Conventions and Recommendations adopted by the International Labour Conference (ILC)

- Part of international labour code
  - Conventions
    - Legally binding in ratifying countries
  - Recommendations
    - Non-binding

Resolutions and Guidelines adopted by the International Conference of Labour Statisticians (ICLS)

- Resolutions:
  - Non-binding
  - Provide detailed guidelines on conceptual frameworks, operational definitions and measurement methodologies

- Guidelines
  - Non-binding
  - provide general guidance on particular area of interest
Two conventions have been adopted in the field of labour statistics, which form part of the International Labour Code

- Provide basic framework for progressive development of national labour statistics programmes
- Applicable in countries at all levels of development
- Promote application of appropriate methodologies
- Require consultation with employers and workers

**Convention 63**

<table>
<thead>
<tr>
<th>concerns statistics of wages and hours of work</th>
<th>adopted in 1938</th>
<th>aimed at improving the comparability of these statistics</th>
<th>adopted in 1985 to replace Convention No. 63</th>
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**Convention 160**

sets out minimum guidelines encompassing all areas of basic labour statistics
International Standards in Labour Statistics

Reviewed and adopted by the International Conference of Labour Statisticians (ICLS)

Provide guidance to countries

Promote international comparability of labour statistics

Promote coherence in concepts & methods across sources & domains
Resolutions and Guidelines adopted by International Conferences of Labour Statisticians concerning statistics and measurement in the following areas

<table>
<thead>
<tr>
<th>Area</th>
<th>Resolution</th>
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<tbody>
<tr>
<td>Work, employment and labour underutilization</td>
<td>Child labour</td>
</tr>
<tr>
<td>Household Income and Expenditure statistics</td>
<td>Occupational injuries</td>
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<td>Strikes and lockouts</td>
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<td></td>
<td>Social security</td>
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<td>Collective agreements</td>
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<td></td>
<td>Labour costs</td>
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<td></td>
<td>Gender mainstreaming</td>
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<td></td>
<td>Dissemination practices</td>
</tr>
<tr>
<td></td>
<td>Consumer Price Indices</td>
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<td></td>
<td>International Standard Classification of Occupation (ISCO)</td>
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</tbody>
</table>
Dimensions of labour statistics

**Labour demand**
- Employment creation, productivity
- Labour demand

**Labour supply**
- Labour demand
- Labour supply
- Potential labour supply

**Labour market attachment**
- Labour market attachment
- Labour market attachment

**Employed**
- Status
- Occupation
- Industry
- Institutional Sector
- Working time/patterns
- Income/benefits
- Injuries/diseases
- Social dialogue

**Unemployed**
- Search methods
- Duration
- Qualification
- Previous work experience
- Previous occupation
- Previous industry
- Benefits received

**Outside labour force**
- Reasons
- Desire to work
- Availability
- Job search
- Qualifications
- Previous work experience

**Enterprise**
- Ownership
- Size
- Industry
- Location

**Vacancies**
- Type
- Skills

**Jobs**
- Pay
- Labour cost
- Hours paid for

**Population**
- Age
- Sex
- Education
- Location

**Household**
- Size
- Composition
Castillo, Monica. Power Point presentation, “Methodologies: Sources of information on labour statistics (focus on the economically active population)”, National Labour Market Information Training Programme Port of Spain, Trinidad and Tobago. November 2011


End of Session 1