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| 8 | 6  7  8 | 1 | Contact point in international agency | Data Production and Analysis Unit, Department of Statistics  International Labour Organization (ILO)  Email: [ilostat@ilo.org](mailto:ilostat@ilo.org)  Website: www.ilo.org/ilostat |
| 8 | 6  7  8 | 2 | International agreed definition | Employment comprises all persons of working age who, during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or having a job but not at work); or b) self-employment (whether at work or with an enterprise but not at work).  The working-age population is the population above the legal working age, but for statistical purposes it comprises all persons above a specified minimum age threshold for which an inquiry on economic activity is made. To promote international comparability, the working-age population is often defined as all persons aged 15 and older, but this may vary from country to country based on national laws and practices (some countries also use an upper age limit).  The classification by economic activity refers to the main activity of the establishment in which a person worked during the reference period. The branch of economic activity of a person does not depend on the specific duties or functions of the person’s job, but rather on the characteristics of the economic unit in which the person works.  Data presented by branch of economic activity is based on the International Standard Industrial Classification of All Economic Activities (ISIC). The ISIC is the international reference classification of productive activities. Its main purpose is to provide a set of activity categories that can be utilized for the collection and reporting of statistics according to such activities. Statistics on employment by economic activity are presented in ILOSTAT according to both the categories of the latest version of the ISIC available and aggregate categories, based on the following correspondence table:   | **Aggregate Economic Activity** | | | **Sections ISIC- Rev. 4** | **Sections ISIC- Rev. 3** | **Sections ISIC- Rev. 2** | | --- | --- | --- | --- | --- | --- | | Agriculture | | | A | A, B | 1 | | Non-Agriculture | Industry | Manufacturing | C | D | 3 | | Construction | F | F | 5 | | Mining and quarrying; Electricity, gas and water supply | B, D, E | C, E | 2, 4 | | Services | Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services) | G, H, I, J, K, L, M, N | G, H, I, J, K | 6, 7, 8 | | Non-market services (Public administration; Community, Social and other services and activities) | O, P, Q, R, S, T, U | L, M, N, O, P, Q | 9 | | Not elsewhere classified | | | X | | 0 | | |
| 8 | 6  7  8 | 3 | Method of computation |  |
| 8 | 6  7  8 | 4 | Importance of the indicator in addressing gender issues and its limitation | As economies develop, jobs are reallocated from agriculture and other labour-intensive primary activities to industry and finally to the services sector; in the process, workers migrate from rural to urban areas. In a large majority of countries, services are currently the largest sector in terms of employment. In most of the remaining countries, agricultural employment often remains widespread.  Classification into broad groupings may obscure fundamental shifts within industrial patterns. An analysis of employment statistics by economic activity following the 1-digit level categories of the ISIC allows identification of individual industries and services where employment is growing or stagnating. Teamed with information on job vacancies by sector, the more detailed data, viewed over time, provides a picture of where demand for labour is focused and, as such, can serve as a guide for policy-makers designing skills and training programmes that are aimed at improving the match between labour supply and demand. Employment in the manufacturing sector (ISIC 4, tabulation category C, ISIC 3, tabulation category D and ISIC 2, major division 3) is of particular interest to many researchers. One could also investigate, for example, how employment in the accommodations and food services sector (ISIC 4, tabulation category I and ISIC 3 tabulation category H) has evolved in countries where tourism comprises a significant portion of gross national product.  It is also interesting to study sectoral employment flows in connection with productivity trends in order to separate within-sector productivity growth (i.e. resulting from changes in capital or technology) from productivity growth resulting from shifts of workers from lower- to higher-productivity sectors. The breakdown of the indicator by sex allows for analysis of gender segregation of employment by sector. Are men and women equally distributed across sectors, or is there a concentration of females in the services sector? Women may be drawn into lower paying service activities that allow for more flexible work schedules, thus making it easier to balance family responsibilities with work life. Segregation of women in certain sectors may also result from cultural attitudes that prevent them from taking up certain types of jobs.  Comparability of employment statistics across countries is affected most significantly by variations in the definitions used for the employment figures. Differences may result from age coverage, such as the lower and upper age bounds for labour force activity. Estimates of employment are also likely to vary according to whether members of the armed forces are included. When the armed forces are included in the measure of employment they are usually allocated to the services sector. Therefore, in countries that do not include armed forces, the services sector tends to be understated in comparison with countries where they are included.  Another area with scope for measurement differences has to do with the national treatment of particular groups of workers. The international definition of employment calls for inclusion of all persons who worked for at least one hour during the reference period. Workers could be in paid employment or in self-employment, including in less obvious forms of work, some of which are dealt with in detail in the resolution adopted by the 19th ICLS, such as unpaid family work, apprenticeship or non-market production.  Comparisons can also be problematic when the frequency of data collection varies. The range of information collection can run from one month to 12 months in a year. Given the fact that seasonality of various kinds is undoubtedly present in all countries, employment figures can vary for this reason alone. Also, changes in the level of employment can occur throughout the year, but this can be obscured when fewer observations are available.  It is also important to note that different versions of the ISIC can be used across countries, with countries moving to adopting the most recent version at different paces. A country may continue to use the previous version even after starting a new data series according to the most recent version. Although these different classification systems can have an impact on comparability at detailed levels of economic activity, changes from one ISIC to another should not have a significant impact on the information for the three broad sectors presented in ILOSTAT. |
| 8 | 6  7  8 | 5 | Sources of discrepancies between global and national figures | Do not apply |
| 8 | 6  7  8 | 6 | Process of obtaining data | Labour force surveys are the preferred source of information on status in employment. Such surveys can be designed to cover virtually the entire non-institutional population of a given country, all branches of economic activity, all sectors of the economy and all categories of workers, including the self-employed, contributing family workers, casual workers and multiple jobholders. In addition, such surveys generally provide an opportunity for the simultaneous measurement of the employed, the unemployed and persons outside the labour force (and thus, the working-age population) in a coherent framework.  Other types of household surveys and population censuses can also be used as sources of data on status in employment. The information obtained from such sources may however be less reliable since they do not typically allow for detailed probing on the labour market activities of the respondents. |
| 8 | 6  7  8 | 7 | Treatment of missing values | None. |
| 8 | 6  7  8 | 8 | Data availability and assessment of countries’ capacity |  |
| 8 | 6  7  8 | 9 | Expected time of release |  |
| 8 | 6  7  8 | 10 | Source | Data: https://ilostat.ilo.org/data/  Metadata: https://ilostat.ilo.org/resources/concepts-and-definitions/description-employment-by-economic-activity/  (Accessed on 26 May 2021) |