LABOUR MARKET INFORMATION SYSTEM
MASTER PLAN

PROOF APPROVAL

PLEASE REVIEW YOUR PROOF THOROUGHLY.

This proof is furnished to you to check for typographical, spelling and grammatical errors or mistakes in layout. If an error is missed during the proofing process that should have been caught within the programme requesting the publication and a publication must be reprinted, the programme that requested the publication will be responsible for the cost of reprinting and any other related costs. The Design Studio will not take any respondibility for any errors missed by the programme.

APPROVAL:

☐ **PROJECT APPROVED AS IS/PROJECT IS COMPLETE**
Please note that by checking the "Project Approved As Is/Project Complete" box, you acknowledge that you have approved this proof as is and that the Design Studio is not responsible for any unrecognised errors during the proofing process.

☐ **OK, WITH INDICATED CHANGES**

☐ **CHANGES REQUIRED WITH NEW PROOF**
- ☐ I will email a marked-up proof (pdf) with my changes
- ☐ I will hand-deliver a marked-up proof (print-out) with my changes

Please be specific and as detailed as possible about the location of the changes.

ARTWORK APPROVED BY:

Chief Director ☐ **or Director** ☐

Signature

Full Name

Date

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

LABOUR MARKET INFORMATION SYSTEMS MASTER PLANE

CONTRIBUTORS:
Department of Employment and Labour
Statistics South Africa
In Partnership with
International labour Organization
South Africa

Publisher
Department of Employment and Labour
Chief Directorate of Communication
Private Bag X117
Pretoria
0001

Editing, Layout and Design, Photography and Distribution
Subdirectorate of Media Production
Design Studio

ISBN No

RP

TABLE OF CONTENT

1. ACKNOWLEDGEMENTS

This Labour Market Information (LMI) System Masterplan report is a joint product of the Department of Employment and Labour (DEL), the International Labour Organization (ILO), and Statistics South Africa (StatsSA)1. In this context, we are very grateful to Thobile Lamati (Director General of the DEL), Risenga Maluleke (Statistician General) and Joni Musabayana (ILO-Director at Pretoria Office) for approving, strengthening and supporting this collaboration in the implementation of the national Labour Market Information (LMI) System project in the country.

The ILO Department of Statistics through Edgardo Greising, Weichen Lei, Ding Shutong and Maria Payet generously provided software and technical expertise for the success of this national project. Furthermore, our deep gratitude to Coffi Agossou (ILO) for his statistical guidance and enthusiastic encouragement from conceptualization to the implementation of this national LMI System project.

We would also like to extend our thanks to Malerato Mosiane and Desiree Manamela (Statisticians at the Statistics South Africa) and Sipho Ndebele, Lephina Mayekiso, Katlego Moloi, Fanus Potgieter, Abrahams Mutedi, Millicent Semono, Nico van Noordwyk, Frans Maubane, Ayoob Ismail, Wendy Dlamini, Mashudu Makhwathana and other officials from the Department of Employment and Labour for their useful contribution and support in implementing and monitoring the national LMI System project deliverables.

Finally, we thank all other stakeholders (data producers) for their support in participating to all data preparation workshops held in the department under the ILO leadership.

1. It is a working document that could still be refined to include additional labour market indicators in future.

2. INTRODUCTION

This Labour Market Information (LMI) System Master Plan is developed for one single objective. That is to define in more details all related labour market data information concepts that are used into this single repository LMI system for quick access reference, data extraction and analysis by all users.

The LMI System Master Plan presents most of key South African labour market indicators in response to the Decent Work (DW) indicators and Sustainable Development Goals (SDG's). Data collection methodology and source for each indicator is also specified in line with the international standards. By doing this, it is our hope that all stakeholders will find this LMI System Master Plan useful in order to navigate with a full understanding of the South African labour market dynamics.

✓ What is a Labour Market Information (LMI) System?

According to the European Union Commission (Skills panorama) 2015, LMI System are "systems, mechanisms or processes for gathering, organizing, providing, and analyzing information about the state of the labor market, occupation and job, including key changes taking place within employment, jobs, and occupation."2 It also provides an essential basis for labour policy formulation implementation, monitoring and evaluation of policies that are better focused and targeted. LMI System's aims is to bridge the information gap among data producers and users by providing a free data dissemination system for easy access to civil society and stakeholders, such as government institutions, statistics agency, employers, unions, universities, technical colleges, Sector Education and Training Authority (SETA).

Martins (2019)[3] stresses that "A LMI System will include all activities involving LMI, such as the collection, processing, storing, analysis and dissemination of data, and also the knowledge that data generates. Moreover, an LMI System will also involve multiple stakeholders namely the government, firms, workers, education and training providers, public and private employment services, and social partners and will operate at different geographical, economic and time levels: local, regional, national, sectoral and occupational..."

These definitions imply a high degree of interactions amongst different stakeholders at different levels where data is being generated, processed, used and disseminated. In South Africa, the official statistical agency on the labour market indicators is given to Statistics South Africa as per the Statistics Council Acts, 1999. The role of the council is to advise the Minister and the Statistician-General on any issue concerned with the production and use of official statistics. Other data producers are also considered in the country for the purpose of labour market data complementarity such administrative data and other once off survey from universities.

✓ Why do we need a LMI System in South Africa?

Various reasons have an appeal of LMI System as a tool for designing and evaluating public policies, providing strategic information to agents to reduce incomplete and inaccurate information and guiding decision making through the systematization and dissemination of key labour market indicators and timely information on labour market dynamics.

In the context of LMI for information, a distinction has been made between labour market information and **labour market intelligence,** where labour market information refers to raw quantitative or qualitative data found in original sources such as tables, spreadsheets, graphs and charts, with labour market intelligence relating to an interpretation of raw data, referring to subsets of information that has been subjected to further analysis.

Currently, in South Africa, there is no public sector institution leading on the implementation of the national LMI System, despite the recommendations of international organizations[4], e.g., 20th International Conference for Labour Statisticians (ICLS) on the importance of having this LMI System. Although there is available information on the labour market, it is not yet fully systematized and customised in the country. This makes it difficult to access at a single point for designing, monitoring and evaluating employment policies that limit the capacity of decision-makers and society in general to act timeously. In this context, the Department of Employment and Labour (DEL) has considered the mandate to house this national LMI System because of its key strategic responsibilities on labour market issues in the country. In the SADC region, some countries are also in the process of building the "labour market observatories" to facilitate understanding of the regional labour market dynamics.

2. Ghneim, O. (2018). Review on Labor Market Information System (LMIS) in Lebanon. p.9. UNESCO - Beirut - Lebanon

3. Martins, P.S (1999). 2020 Labour Market Vision: Labour Market Information Systems for the New Decade. p.7, SOCIEUX+ Expertise on Social Protection, Labour and Employment, Brussels.

4. South Africa has ratified the ILO Convention 160 on labour statistics (1985), which requires the regular collection, compilation and publication of basic labour statistics, in different areas of the labour market. Likewise, from Convention 160, Recommendation 170 on labour statistics (1985) is derived, which gives guidelines on the basic labour statistics to be collected, as well as the statistical infrastructure to be built for the collection of this information.

3. LABOUR MARKET INFORMATION (LMI.STAT) SYSTEM COMPONENTS

Diagram 1:

✓ Internal data exchange

LMIS.Stat allows the consolidation of data through collective efforts - moving away from a fragmented "silo" approach, towards a systematic, coherent and strategic approach to data collection and collation. Data consolidation facilitates the creation of a Data Warehouse of up-to-date, high-quality data, metadata and dissemination from an integrated single data system.

✓ Machine-to-machine data exchange using SDMX

LMIS.Stat is a key component of the Open Data strategy (a practice that aims to make data freely available to everyone), in order to make statistical data and metadata available in "open" mode, in machine-readable format, in particular using the **Statistical Data and Metadata Exchange (SDMX)**[5] standard format.

SDMX is indeed made of distinct components such as:

i. Technical specifications;

ii. Statistical guidelines;

iii. Code lists;

iv. Glossary;

v. Implementation guidelines;

vi. Registry;

vii. Governance;

viii. Tools;

ix. Capacity building.

These components can be used independently from each other, thus providing high flexibility in implementation pace.

✓ Accessibility and data exploration

The main access point to LMIS.Stat is through a browser or "Data Explorer" where a variety of functions are offered to users, with the ability to explore and customize data and metadata, display dynamic graphs or download the

5. The main benefits of SDMX can be grouped into seven major categories (SDMX (2020), The Business case for SDMX, Version 1.0, July 2020):

1. SDMX inspires trust; 2. SDMX improves coherence and comparability; 3. SDMX supports modernisation; 4. SDMX improves timeliness and accessibility; 5. SDMX reduces costs and reporting burden; 6. SDMX removes barriers to implementation and data accessibility; 7. SDMX provides access to a global community of practitioners.

data in various formats for further analysis. Therefore, LMIS.Stat is a key component for the "Accessibility" which is part of the Open Data strategy.

✓ **Simplified data dissemination processes**

LMIS.Stat allows structuring statistical data dissemination processes, integrating a wide range of data production tools in an optimal way, and building a range of data publication operations that obtain data from LMIS.Stat while maintaining personal information confidential.

✓ **International standards configuration**

LMIS.Stat was the first dissemination system to provide means of disseminating data totally based in the SDMX standard. LMIS.Stat has been at the forefront of promoting the use and application of common standards, including the first publicly available API using the SDMX-JSON statistical format defined by the SDMX Technical Working Group[6].).

a. An LMI System covers three main areas:

✓ Collection and compilation of data and information;

✓ Analytical capacity and tools;

✓ Institutional arrangements and networks.

b. LMI System stakeholders (Producers and users)

To establish an efficient and effective LMI System, it is essential for various stakeholders to collaborate and be actively involved to promote long-term commitment and share responsibilities. The LMI System data producers include:

- Department of Employment and Labour;
- Department of Trade and Industry;
- Department of Higher Education and Training;
- Department of Finance;
- Department of Home Affairs;
- Statistics South Africa;
- Social partners (Employers' associations and unions); etc.

- **LMI System data users include:**
  - Policy makers and social partners;
  - Employers;
  - Civil Society;
  - Researchers;
  - Non-Government Institutions;
  - Private education institutions;
  - Learners and students, etc.

6. https://github.com/sdmx-twg

4. PHASES AND CRITERIA

The process of developing an LMI System must be carefully planned and designed as a sustainable activity. The whole process needs to be supported by a coordinated institutional framework involving all important stakeholders for it to be successful.

Step one: Formulating the aims of the LMI System. (ILO) Labour market information systems (LMIS) aims to provide an essential basis for employment and labour policies, and inform the design, implementation, monitoring and evaluation of policies that are better focused and targeted.

Step two: Data audit. There are various data sources. This means a data audit should possibly be conducted to decide which data sources are the most useful for monitoring and evaluating the labour market. The data audit may also reveal significant data and information gaps, which would suggest the need to improve existing tools or develop new ones for data collection.

Step three: Capacity building. The use of an LMI requires the infrastructure for collection, analysis and dissemination of data as well as trained and experienced analysts who are able to work with the data. Such capacity building should include improving the statistical infrastructure, training analysts and other staff in the relevant institutions, and building the trust of respondents and data users through data protection regulations.

Step four: Analysis. This includes choosing the relevant methods, formulation of the research questions, data analysis, and interpretation and validation of the results.

Step five: Disseminating and using labour market information. The main purpose of data collection and analysis is to provide labour market actors with information they can use for decisions making and policy review or formulation. Disseminating data on a regular basis whether monthly, quarterly or yearly, with a comprehensive overview of socio-economic issues.

5. INDICATORS [7]

CORE ELEMENTS OF DECENT WORK	
Employment opportunities	Stability and security at work
Adequate income and productive work	Equality of opportunity and treatment
Decent working hours	Safe working environment
Reconciliation of work and family life	Social security
Work that should be abolished	Social dialogue and representation
Economic and social context	

5.1 Employment opportunities (Statistics South Africa)

EMPLOYMENT OPPORTUNITIES	
Labour force participation rate	Unemployment rate **(SDG 8.5.2)**
Rate of persons outside the LF	Youth unemployment rate **(SDG 8.5.2)**
Employment rate /Employment-to-population ratio	Long-term unemployment rate
Employment by number of jobs	Rate of Young Not in Employment Education or Training **(SDG 8.6.1)**
Employment by economic activity	Unemployment by educational level
Employment in manufacturing industry	Indicators of Labour underutilisation
Employment by status in employment	Employment in the informal sector
Salaried employment rate	Non-agricultural informal employment rate **(SDG 8.3.1)**
Informal employment rate	Rate of people in managerial positions
Occupation by major occupational groups	Rate of paid domestic work
Proportion of own account workers and contributing family workers in total employment	Share of wage Employment in non-agricultural employment

7. An indicator is a slice of the data, providing a particular piece of information such as future employment growth or unemployment rate.

5.1.1. Indicator: Labour Force Participation Rate (LFPR)

Method of computation:

$$\frac{\text{Number of persons employed + Number of persons unemployed}}{\text{Working age population}} \textbf{ X100}$$

Description:

- LFPR is the proportion of the working age population that is in the labour force.
- It is a key indicator of the potential for economic growth, since the level of Gross Domestic Product (GDP) and its growth rate depend in large measure on the quantity and quality of the labour force, as well as on capital resources and their utilization.
- For a given group of the working age population, the LFPR is the percentage of this group that is in the labour force. For example, the LFPR for women would be calculated as:

$$\frac{\text{Number of women employed + Number of women unemployed}}{\text{Working age population}} \textbf{ X100}$$

Interpretation guideline:

- LFPR is relatively stable over the short-term as compared with the unemployment rate.
- May vary over the medium-to-long-term reflecting the impact of employment and educational policy initiatives. For example, increases in the legal school leaving age could reduce the value of the LFPR, while rising educational attainment among women and an increasing acceptance of women's participation in the labour market often leads to a higher LFPR. Net increases in flows of migrant workers into the labour force yield upward pressure on the LFPR.
- When analysing LFPR disaggregated by age group, the data often present an inverted "U" shape as the labour supply is relatively small among younger workers, then increases as successive age groups enter the labour market, and finally declines as older workers begin to exit the labour force for reasons of retirement, health or other reasons.
- The LFPR disaggregated by sex and age group presented on the same graph often reveals a "double inverted U" effect, with men's LFPR taking on higher values than women's for each respective age group. This reflects the fact that in many economies, men are still more likely than women to participate in the labour force.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure).

5.1.2. Indicator: Rate of people outside the labour force

Method of computation:

$$\frac{\text{Persons outside the labour force}}{\text{Working age population}} \textbf{ X100}$$

Description:

- Formerly known as inactivity rate
- It is the proportion of the working age population that is outside the labour force.

Interpretation guideline:

- Gives an indication of the proportion of the population who are not economically active.
- Changing trends should be evaluated along with policies to see if there is a link between the figures and policies in the country. For example, an increase in this indicator could reflect policies encouraging students to stay in school, or it could reflect the positive outcome of old age pension policies.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level ((Refer to disaggregation table -Annexure).

5.1.3. Indicator: Employment-to-Population Ratio (EPR)8

Method of computation:

$$\text{EPR (\%)} = \frac{\text{Number of employed persons in working age population}}{\text{Working age population}} \times 100$$

Description:

- The indicator is defined as the percentage of employed persons in the working age population.
- It is considered a yardstick for measuring the overall demand for labour in an economy, as it provides information on the capacity of an economy to generate employment.

Interpretation guidelines:

- An increasing trend in the EPR usually indicates increasing employment opportunities within the economy in terms of the quantity of workers.
- A high EPR may not always be a positive result, as it may signal limited education options for young people, as well as minimal or non-existent unemployment assistance. Very high ratios often indicate an abundance of low-quality jobs. Sharp increases could point to decreasing levels of labour productivity if not matched by increases in GDP.
- A low ratio means that a large share of the working-age population is unemployed and/or not attached to the labour force.
- Persons may not be in the labour force for reasons such as enrolment in an educational institution, retirement, carrying out domestic chores in their own household, illness or incapacity for work. Still others in this group may express a desire to work and be available to work but may not be seeking work for various reasons, both economic and non-economic. This kind of information is essential for interpreting the EPR of various demographic groups, including youth, women and older persons.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.1.4. Indicator: Employment by Major Occupational Groups

Description:

- It is a classification of jobs according to the skills required to perform the job. 'Skills' is the ability to carry out tasks and duties corresponding to a specific job.
- The occupation classifier makes it possible to classify employed persons according to their single or main job.
- A *job* is defined as "a set of tasks and duties performed, or meant to be performed, by one person, including for an employer or in self-employment".
- Occupation refers to the kind of work performed in a job. The concept of occupation is defined as a "set of jobs whose main tasks and duties are characterized by a high degree of similarity". Occupations are classified into groups having similar tasks and duties and requiring similar skills.

ISCO-088 MAJOR GROUPS

1. Managers
2. Professionals
3. Technicians and Technicians and Associate Professionals
4. Clerical support workers
5. Services and sales workers
6. Skilled Agricultural, Forestry and Fishery Workers
7. Craft and Related Trades Workers
8. Plant and machine operators and assemblers
9. Elementary occupations
10. Armed forces

- The classification used in the Quarterly Labour Force Survey (QLFS), is the International Standard
- Classification of Occupations (ISCO 08), adopted in 2008 (Refer to Disaggregation Table).
- The categories in the classifier are called occupations and group together jobs with similar characteristics.

Interpretation guideline:

- The 'classification' is used by the government and companies in activities such as matching jobseekers with job vacancies, educational planning, reporting of industrial accidents, administration of workers' compensation, and the management of employment-related migration.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.1.5. Indicator: Employment by economic activity (industry)

Description:

- The industry associated with a person in a job is determined by the economic activities (goods or services produced) in the establishment where the job is located. Based on the similarity between these economic activities, they are grouped into a classification structure.
- The classification used, is the International Standard Industrial Classification of all economic activities (ISIC revision 4). The QLFS uses ISCO-Rev3
- When a finer classification is desired, beyond the product, additional criteria are used: the type of inputs, the final destination of the production, the different production processes or, as in the case of transport, the object transported and the means of transport.
- The UN recommended classifier is a 4-level hierarchical classifier, which countries adopt for national purposes with one or two additional levels of disaggregation ((Refer to Disaggregation Table).

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.1.6. Indicator: Manufacturing employment as a proportion of total employment - SDG 9.2.2

Method of computation:

$$\frac{\text{Persons employed in manufacturing industry}}{\text{Employed persons}} \times 100$$

Description:

- Persons employed in manufacturing industry as a share of total employment.

- Employed persons can be classified according to the type of goods and services produced by the establishments where they work.
- The ISIC Rev 4 international classifier has, at the first level of classification, 21 "sections", one of which is Manufacturing.
- The indicator provides a measure of the weight of the manufacturing industry in the total economic activities of the country (it is an alternative measure of the share of the manufacturing industry in GDP).

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province (Refer to disaggregation table -Annexure)

5.1.7. Indicator: Employment by status in employment (ESE)

Method of computation:

$$\frac{\text{Number of employed persons in a given status in employment category}}{\text{Employed persons}} \textbf{X100}$$

Description:

- ESE provides information on how jobs held by persons are classified based on the associated type of economic risk and the type of authority of job incumbents over establishments and other workers.
- This classification presents the former statistical standard (prior to the 20th ICLS Resolution on Work Relationships), but it is still most widely used by national statistical systems in the production of labour statistics.
- The groups in the ICSE-93 are defined with reference to the distinction between "paid employment" jobs and "self-employment" jobs.
  - **Paid employment** jobs are those jobs where the incumbents hold explicit (written or oral) or implicit employment contracts which give them a basic remuneration which is not directly dependent upon the revenue of the unit for which they work.
  - **Self-employment** jobs are those jobs where the remuneration is directly dependent upon the profits (or the potential for profits) derived from the goods and services produced (where own consumption is considered to be part of profits).
- Categories of 'Status in employment':
  - Employees: All those workers who hold "paid employment jobs".
  - Employers: Those workers who, working on their own account or with one or a few partners, hold a "self-employment job', and, in this capacity, on a continuous basis have engaged one or more persons to work for them in their business as "employee(s)".
  - Own-account workers: Those workers who, working on their own account or with one or more partners, hold a 'self-employment job' and have not engaged *on a continuous basis* any 'employees' to work for them during the reference period.
  - Members of producers' cooperatives: workers who hold a "self-employment" job in a cooperative producing goods and services, in which each member takes part on an equal footing with other members in determining the organization of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members.
  - Contributing family workers: Those workers who hold a 'self-employment' job in a market-oriented establishment operated by a related person living in the same household, who cannot be regarded as partners, because their degree of commitment to the operation of the establishment, in terms of working time or other key factors, is not at a comparable level to that of the head of the establishment.
  - Workers not classifiable by status: Any other which cannot be classified as per the categories above.

Interpretation guideline:

- Since employment by status in employment reflects the structure of employment, changes in the indicator can be expected to occur slowly over time. An increasing proportion of employees and a decline in self-employment jobs often accompanies economic development. Some self-employment groups, such as own-account workers or contributing family workers are often associated with small production units or even subsistence agriculture (in the case of own-account workers) in developing countries while employees can be found in production units of all sizes. Small-scale enterprises are at greater risk of lacking access to credit and experiencing low economies of scale and low productivity compared with large enterprises, but at the same time they may be in a better position to seize new business opportunities in niche markets and create more jobs. It is therefore useful to analyse the indicator jointly with *the size of production units* associated with employment by status in employment.
- Moreover, it is recommended that the indicator be analysed together with complementary indicators disaggregated by status in employment which may point to decent work deficits in key areas including informal employment, employment-related income (or earnings in the case of employees), and excessive hours of work. To the extent that certain status-in-employment categories (e.g., contributing family workers) are associated with notable decent work deficits, progress in the indicator would be achieved by a declining trend in that particular component (e.g., fewer CFW relative to total employment) and/or by progress made vis-à-vis the complementary indicators which establish decent work deficits in that worker category.
- The analysis of the indicator disaggregated by sex is recommended in order to understand the different experience of men and women as regards status in employment. For example, in countries where contributing family workers are prevalent, it is common for the majority to be comprised of women. This is because these female workers experience a higher degree of economic risk and lack of authority vis-à-vis other status in employment categories. The proportions and number of workers by sex should be evaluated in each status of employment category.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province (Refer to disaggregation table -Annexure)

5.1.8. Indicator: Salaried Employment Rate

Method of computation:

$$\frac{\text{Number of salaried employees}}{\text{Employed persons}} \textbf{ X100}$$

Description:

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, , province, type of contract (Fixed contract/limited duration, permanent etc.), economic activity (Refer to Disaggregation Table- Annexure)

5.1.9. Indicator: Unemployment Rate (UR) - SDG 8.5.2

Method of computation:

$$\frac{\text{Number of unemployed persons}}{\text{Labour Force}} \textbf{ X100}$$

Description:

- Unemployed persons according to the official definition are those (aged 15-64 years) who:
  a. Were not employed in the reference week; **and**
  b. Actively looked for work or tried to start a business in the four weeks preceding the survey interview; **and**
  c. Were available for work, i.e. would have been able to start work or a business in the reference week; **or**
  d. Had not actively looked for work in the past four weeks but had a job or business to start at a definite date in the future and were available.
- The UR is a measure of supply underutilisation.
- It reflects the inability of an economy to generate employment for those who are available and actively seeking work.
- It is therefore seen as an indicator of the efficiency and effectiveness of an economy and the performance of the labour market.

Interpretation guideline:

- In most developed countries, the unemployment rate is an important indicator of labour market performance, and specifically, as a key measure of labour underutilization. In developing countries, the significance and meaning of the unemployment rate is much more limited. This is because in the absence of unemployment insurance, other unemployment relief schemes or social safety nets, the majority of persons of working age must engage in some form of economic activity, however insignificant or inadequate, often working in the informal economy and in self-employment characterized by poor working conditions and inadequate social protection.
- In developing countries, the significance and meaning of the unemployment rate is much more limited. In the absence of unemployment insurance, other unemployment relief schemes or social safety nets, the majority of persons of working age must engage in some form of economic activity, however insignificant or inadequate, often working in the informal economy and in self-employment characterized by poor working conditions and inadequate social protection.
- The indicator is often used to analyze sex differences in labour force behaviour and trends. The unemployment rate is often higher for women than for men, but it varies by country. While labour markets have unique characteristics reflecting their particular social, cultural and economic factors, this general result points to the fact that worldwide, women are more likely than men to exit and re- enter the labour force for family-related reasons. Moreover, there is a general “crowding” of women into fewer occupations of lower decision-making status as compared with men so that women often find a smaller number of opportunities for employment. Other gender inequalities, for example in access to education and training, also negatively affect how women fare in finding jobs.
- It is quite common in many developing countries for the UR in rural areas to be lower than that in urban areas given the higher incidence of poverty and weak or non-existent safety nets in rural regions. Such circumstances force many rural dwellers to work in poor quality jobs, as unemployment is not a feasible option.
- The UR is relatively volatile. To reflect the conjuncture, it is measured monthly or quarterly in most countries, it is measured monthly or quarterly in most developed countries with an established statistical system but less frequently in others. In order to conduct sound short-term trend analysis, it is advisable to seasonally adjust the UR to filter out usual seasonal fluctuations and typical calendar effects within the movements of the time series under review.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province and education level (Refer to disaggregation table -Annexure)

5.1.10. Indicator: Long-Term Unemployment Rate (SDG 8.5.2)

Method of computation:

$$\frac{\text{Number of unemployed persons for 12 months or more}}{\text{Labour Force}} \quad \textbf{X100}$$

Description:

- For a structural analysis of unemployment, it may be useful to collect information on the duration of job search.
- Among the unemployed, the long-term unemployed are defined as those with a job search duration of 12 months or more, including the reference period (19th ICLS).
- The long-term unemployed are the unemployed who are worst off by virtue of the length of time they have been out of work.
- Indicators are expected to show very low rates, even if the number of observed cases in a sample is insufficient to obtain statistics with acceptable accuracy.

Interpretation guideline:

- Different types of unemployment exist in an economy:
  - Frictional: Always present as persons laid off from their jobs seek new ones and new entrants and re-entrants to the labour market begin their job search.
  - Seasonal: If short-term (that is, monthly or quarterly) data are collected, seasonal unemployment trends may be observed in unadjusted data as unemployment levels vary predictably during the course of the year with changes in the seasons.
  - Cyclical: periodic unemployment caused by fluctuations in the business cycle.
  - Structural: characterized by long-term unemployment is also commonly present as industry-occupation staffing patterns shift over time.
- Progress is measured by achieving acceptably low UR levels as per national circumstances. Different types of unemployment exist in an economy such that the UR in the best of circumstances can be expected to remain above zero.
- Frictional unemployment is always present as persons laid off from their jobs seek new ones and new entrants and re-entrants to the labour market begin their job search. If short-term (that is, monthly or quarterly) data are collected, seasonal unemployment trends may be observed in unadjusted data as unemployment levels vary predictably during the course of the year with changes in the seasons and calendar effects. Cyclical unemployment is periodic unemployment caused by fluctuations in the business cycle.
- Moreover, structural unemployment, which is characterized by long-term unemployment, is also commonly present as industry-occupation staffing patterns shift over time.

Sources: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.1.11. Indicator: Youth Unemployment Rate

Method of computation:

$$\frac{\text{Number of unemployed youth}}{\text{Youth Labour Force}} \quad \textbf{X100}$$

Description:

- It is defined as the proportion of the youth labour force that is unemployed.
- Youth (United Nations definition) are those aged: 15-24 years. South Africa considers youth in the age 15-34 years.
- It reflects the extent to which young people are available for work and seeking employment.
- As young people often have little or no work experience, they generally suffer higher unemployment rates compared to adults.

Interpretation guideline:

- As in the case of the unemployment rate, progress in the YUR is measured by achieving acceptably low levels. Given that frictional unemployment is always present as new entrants and re-entrants begin their job search and structural unemployment is also commonly present as economic activity-occupation staffing patterns shift over time, the YUR can be expected to remain above zero.
- YUR is typically two to three times higher than the adult unemployment rates in economies throughout the world because:
  - Youth comprise the majority of first-time job seekers, who usually have difficulties finding employment due to lack of experience and inadequate access to job vacancy information.
  - Youth tend to have high job turnover rates and at each separation they risk a spell of unemployment.
- There are gender differences in the unemployment experience of young persons. Female youth tend to have higher unemployment rates than their male counterparts, but this varies by country. Like the UR, the YUR is relatively volatile. Monthly or quarterly changes in the YUR should be evaluated using seasonally-adjusted data.
- As in the case of the UR, YUR trends should be analyzed jointly with changes in measures of total youth labour supply, in particular the youth labour force participation rate, and youth labour demand, especially the youth employment-to-population ratio. Declining youth unemployment rates could in some cases signal not an increasing labour demand for young workers, but a falling labour supply among youth.
- It may also be useful to examine the YUR in relation to the following supplementary indicators: (a) ratio of the youth unemployment rate to the adult unemployment rate, (b) youth unemployment as a proportion of the total unemployment, and (c) youth unemployment as a proportion of the youth population.
- Information on the availability of existing job skills development training and/or apprenticeships and the number of youth benefitting from such training/apprenticeships (including separately the number of unemployed youth who benefit) should be collected and analyzed jointly with the YUR. In order to monitor the effectiveness of such programmes, it is useful to monitor job placement of youth who have completed the training/apprenticeships.
- The severity of the youth unemployment rate shows the number of times that the youth unemployment rate exceeds the national unemployment rate. The scale can be analysed as follows:
  - (≤ 2) Normal
  - (> 2 ≤ 3) Serious
  - (> 3) Severe

Sources: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.1.12. Indicator: Youth Not in Employment Education or Training (NEET) (SDG 8.6.1)

Method of computation:

$$\frac{\text{Number of youth - (Number of youth in employment + number of youth not in employment who are in educationor training)}}{\text{Number of youth}} \textbf{X100}$$

Description:

- This indicator presents the proportion of youth which are neither in employment nor in education or training (NEET) in the youth population. It can be computed as a percentage of the total number of young people in the corresponding age group, by gender.
- It includes discouraged worker youth as well as those who are economically inactive due to disability and engagement in household chores, among other reasons.
- NEET is also a better measure of the current universe of potential youth labour market entrants as compared with the youth inactivity rate, as the latter includes the youth who are not in the labour force and are in education, and thus cannot be considered currently available for work.

Interpretation guideline:

- A high NEET rate as compared with the youth unemployment rate could mean that a large number of youths are discouraged workers, or do not have access to education or training. Some of these youths may be unable to participate in education or in employment due to severe disabilities, lack of transportation among other factors, and it is important to evaluate such reasons for potential policy interventions.
- A high NEET rate among females as compared with males is often an indication that female youths are engaged in household chores such as washing clothes, cooking, cleaning and taking care of siblings. Such activities can be detected in the labour force survey questionnaire with appropriate probing of persons not in the labour force or through time-use surveys. When they involve excessive hours, such activities prevent female youth from going to school, thus placing young women at risk of not gaining the skills they need to succeed in the labour market. If high NEET rates exist for females, the number and adequacy of training/apprenticeship programmes, which specifically target female youth, should be evaluated.
- Geographic regions (rural or urban areas) with high NEET rates should be analyzed for the existence or lack of training or apprenticeship opportunities and programmes. In order to monitor the effectiveness of such programmes, it is useful to monitor job placement of youth who have completed the training/ apprenticeships.
- Complement NEET with skills indicators, which can provide information for policy action related to enhancing the youth labour supply and employability, for example through the development of targeted skills training or apprenticeship programmes.

Source: Quarterly Labour Force Survey

Disaggregation: Sex, age group, province, educational level (Refer to disaggregation table -Annexure)

5.1.13 Indicator: Unemployment rate by education level

Method of computation:

$$\frac{\text{Persons unemployed with education level X}}{\text{Persons in labour force with education level X}} \textbf{X100}$$

Description:

- For each educational level (X), the indicator is the number of unemployed in that educational level over the total number of labour force persons in that educational level.

- The classification used for categorising education level is the International Standard Classification of Education (ISCED). The ISCED was designed by the United Nations Educational, Scientific and Cultural Organization (UNESCO) in the early 1970's to serve as an instrument suitable for assembling, compiling and presenting comparable indicators and statistics of education, both within countries and internationally:
- From Statistics South Africa, Education matching to ISCED 11 could be used

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, educational level (Refer to disaggregation table -Annexure)

ISCED-11
X. No schooling
0. Early childhood education
1. Primary education
2. Lower secondary education
3. Upper secondary education
4. Post-secondary non-tertiary education
5. Short-cycle tertiary education
6. Bachelor's or equivalent level
7. Master's or equivalent level
8. Doctoral or equivalent level
9. Not elsewhere classified

Method of computation:

$$\frac{\text{Number of employed persons in informal employment}}{\text{Total person employed}} \textbf{X100}$$

Description:

- The indicator is the percentage of persons employed in the informal sector in relation to the total number of persons employed.
- Employment in the informal sector is an enterprise-based concept and it is defined in terms of the characteristics of the place of work of the worker.
- According to the international standards adopted by the 15th International Conference of Labour Statisticians, the informal sector is a subset of unincorporated enterprises not constituted as separate legal entities independently of their owners (ILO, 1993). They are owned by individual household members, or several members of the same or different households. Typically, they are operating at a low level of organization, on a small scale and with little or no division between labour and capital as factors of production. Criteria for categorization within the informal sector is based on the following:
  - Destination of product (At least partially for the market)
  - ii) No bookkeeping. The economic unit does not maintain the set of accounts required by law (e.g., balance sheets)
  - iii) Non-registration (The economic unit is not registered under national legislation i.e. with social security authorities, sales or income tax authorities)
  - iv) Location of workplace
  - v) No social conditions for employee's vi) Small size (The number of workers engaged/employed on a continuous basis is below 6 or according to national circumstances)
- The indicator can be restricted to the "non-agricultural" informal sector.
- The informal sector has the following two components:

  i. Employees working in establishments that employ less than five employees, who do not deduct income tax from their salaries/wages; and

ii. Employers, own-account workers and persons helping unpaid in their household business who are not registered for either income tax or value-added tax.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

Method of computation:

5.1.15. Indicator: Informal Employment Rate (IER)

$$\frac{\text{Number of employed persons in informal employment}}{\text{Total person employed}} \quad \textbf{X100}$$

Description:

- Informal employment is a job-based concept and it is defined in terms of the employment relationship and protections associated to the job of the worker.
- Informal employment identifies persons who are in precarious employment situations irrespective of whether or not the entity for which they work is in the formal or informal sector.
- For employers, own-account workers and Cooperative producers, they are in informal employment if they are working in the informal sector. While all contributing family workers are considered as in informal employment, the informal employment can be found in informal sector, formal sector and in household.
- Persons in informal employment therefore consist of all:

  i. persons in the informal sector;

  ii. employees in the formal sector and persons working in private households who are not entitled to basic benefits such as pension or medical aid contributions from their employer, and who do not have a written contract of employment.

Interpretation guideline:

- A decreasing IER indicates progress as regards the proportion of persons employed that generally lack basic social or legal protections or employment benefits, whether they work in the formal sector, informal sector, or households.
- Countries with high concentrations of self-employed workers may wish to monitor the trends in component groups such as contributing family workers and workers producing goods for own final use.
- Employees in informal employment and its subcomponents (such as those in the formal sector, or paid domestic workers) may be of particular relevance to countries with a high proportion of employees in total employment where the informal sector is very small. Analysing the levels and trends of the component categories of informal employment will be critical to addressing policy needs.
- It is also recommended that data users analyze the trends of the proportion of total employment in the informal sector and evaluate this jointly with changes in the IER to analyze the interaction between the two indicators. Employment in the informal economy is defined as the sum of employment in the informal sector and informal employment which is outside the informal sector. It is also useful to track this aggregate indicator to understand the full dimensions of informality in an economy.
- The IER is an indicator which reflects the social, economic and legal framework context in an economy and may vary over the medium or long term depending on changes in this context. It may be helpful to analyze the IER jointly with other decent work indicators under Adequate Earnings and Productive Work, as informal employment does not by itself indicate poor employment-related income or earnings. Moreover, it may be helpful to analyze the IER with indicators such as those classified under Decent Hours and Stability and Security of Work.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.1.16. Indicator: Informal employment as percentage of total (non-agricultural) employment (SDG-8.3.1)

Method of computation:

$$\frac{\text{Number of employed persons in informal employment in non-agricultural sector}}{\text{Total employment (non-agricultural sector)}} \textbf{X100}$$

Description:

- Informal employment identifies persons who are in precarious employment situations irrespective of whether or not the entity for which they work is in the formal or informal sector.
- Persons in informal employment therefore consist of all:
  i. persons in the informal sector;
  i. employees in the formal sector and persons working in private households who are not entitled to basic benefits such as pension or medical aid contributions from their employer, and who do not have a written contract of employment.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age groups, province, educational level (Refer to disaggregation table -Annexure)

5.1.17. Indicator: Proportion of own account workers and contributing family workers in total employment

Method of computation:

$$\frac{\text{Total number of ow own-account workers + Total number of contributing family workers}}{\text{Total person employed}} \textbf{X100}$$

Description:

- The indicator provides information regarding the proportion of workers whose status in employment may place them at higher degree of economic risk than employees and/or whose authority may be less than that of other status in employment groups.

Interpretation guideline:

- Contributing family workers (CFW) (workers who hold a self-employment' job in a market-oriented establishment operated by a related person living in the same household) are viewed as having the highest economic risk and least authority of all the status in employment groups, and are therefore at greatest risk of decent work deficits in this dimension. They are likely to hold jobs without clearly agreed working conditions or social protection. In many economies, contributing family workers tend to be women, warranting disaggregation and analysis of the indicator by sex.
- Some own-account workers (that is, workers holding self-employment jobs who may be working alone or with one or more partners and have not hired any employees on a continuous basis) may have inadequate employment conditions (for example, inadequate employment-related income and excessive hours) and jobs of short duration. This may be especially true in developing countries among many own-account informal sector enterprises and own-account subsistence agriculture production units.
- Thus, high levels of the indicator may point to inadequate employment conditions. However, in order to establish actual decent work deficits among own-account workers and CFW, the indicator should be analyzed together with other indicators, including informal employment of own-account workers and CFW, employment-related income of such workers relative to cost of living, excessive hours and social protection coverage.

- To the extent that the indicator is associated with decent work deficits, progress in the indicator would be achieved by a declining trend over time and/or by progress made as regards the complementary indicators, which establish decent work deficits in specific dimensions.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, education level (Refer to disaggregation table -Annexure)

5.1.18. Indicator: Rate of paid domestic work

Method of computation:

$$\frac{\text{Number of paid domestic workers}}{\text{Total employment}} \textbf{ X100}$$

Description:

It is a measure of the relative importance of domestic work in total paid work.

Interpretation guideline:

In some countries, these workers are in the worst situation in paid work because they have no social security rights, labour legislation does not include them in the regulation of working hours, holidays or weekly rest. It is therefore advantageous to have an estimate of the amount of workers in such conditions, for policy interventions.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age groups, province, educational level (Refer to disaggregation table -Annexure)

5.1.19. Indicator: Share of wage employment in non-agricultural employment (SENEA)

Method of computation:

$$\frac{\text{Number of employees in non-agricultural employment sector}}{\text{Total employment in non-agricultural sector}} \textbf{ X100}$$

Description:

- Provides information about the proportion of employees in the non-agricultural sector.
- Employees (Regular and with stable contracts) may be exposed to less economic risk than some categories of self-employed workers. However, irregular employees and those with unstable contracts are characterized by decent work deficits.
- If possible, the classification used should be ISIC-Rev 4.
- Non-agriculture sector comprises the Industry and Services sectors
- 'Industry' sector comprises the following categories: Mining and quarrying (including oil production), manufacturing, construction, electricity, gas, and water **(Categories B-F in ISIC Rev. 4).**
- 'Services' sector comprises the following categories: Wholesale and retail trade and restaurants and hotels; transport, storage, and communications; financing, insurance, real estate and business services; and community, social and personal services (categories G-U in ISIC Rev. 4)
- The category of employees is a heterogeneous group that includes both formal and informal employees and employees in the formal and informal sectors, such that analyzing the incidence of informality among this category of workers is recommended.

Interpretation guideline:

- Changes in the indicator can be expected to occur slowly over time.
- Economic development is often accompanied by an increasing proportion of employees and a decline in self-employment jobs. However, high/increasing SENEA: It is a measure of progress only in economies where employees are not associated with decent work deficits.
- In economies where there are notable decent work deficits for employees (because of a high proportion of unstable contracts and irregular employees and/or due to excessive hours, low earnings, and high rates of informal employees), a high/increasing SENEA will not indicate progress; progress should thus be measured vis-à-vis the indicators which establish the decent work deficits among the group (for example, by achieving higher proportions of stable and regular contracts among employees).
- Rural-Urban migration might decrease the value of this indicator - May lead to an increase in the number of employed persons engaged in self-employment. In recent years, with urbanization and rapid rural-urban migration, non-agricultural wage employment has not been able to keep pace with urban population growth. Many urban workers, unsuccessful in finding suitable wage employment, rely on self-employment to support themselves and their families.
- The analysis of the indicator disaggregated by sex is recommended in order to measure the degree to which women have equal access to paid employment in the industry and services sectors. It also provides information on the openness of labour markets to women in these sectors. In this case too, joint analysis with complementary indicators (e.g., earnings, excessive hours) and type of employees is recommended.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, educational level, economic activity (Refer to disaggregation table -Annexure)

5.2 Adequate income and productive work

ADEQUATE INCOME AND PRODUCTIVE WORK
Employed with income below the poverty line
Working poverty rate
Low wage rate
Average Hourly Wage (**SDG 8.5.1)**
Average domestic work wage
Average real wages
Minimum wage non-compliance rate
Minimum wage as % of median wage
Minimum wage as % of CBA
Labour income as % of GDP
Employees in training courses

5.2.1. Indicator: Employed persons with income below the poverty line

Method of computation:

$$\frac{\text{Number of employed person with income below the poverty line}}{\text{Number of employed persons}} \textbf{ X100}$$

Description:

- It measures the proportion of the employed population (individuals) with income below a national poverty line.

Source: Income and Expenditure Survey (IES) - Statistics South Africa

Disaggregation: Sex, province, economic activity (Refer to disaggregation table -Annexure)

5.2.2. Indicator: Working poverty rate

Method of computation:

$$\frac{\text{Number of employed persons living in households with income below the poverty line}}{\text{Number of employed persons}} \text{ X100}$$

Description:

- It measures the proportion of the employed population living in households that are classified as poor, i.e. have consumption or income levels below a given national or international poverty line.

Interpretation guideline:

- National poverty thresholds are recommended for this indicator, and data users should be aware of the poverty line measurement approach used and how a different approach could lead to different results.
- Note that poverty in the context of this indicator is a concept that is applied to households, and not to individuals, based on the assumption that households pool their income.
- The poverty status of a household is therefore a function of the wage and other employment-related income secured by those household members who work (plus any non-employment-related income such as transfer payments) and the number of household members. Whether a worker is counted as working poor therefore depends on his own income, the income of other household members and the number of household members – for example, children – who need to be supported.
- Women in sole-worker women-headed households with children tend to experience higher working poverty rates on average than men in sole-worker men-headed households with children (due to gender-pay gap). Analyzing structures of households will help to understand changing working poverty rates.
- The working poor tend to have lower levels of educational attainment and often are younger on average than the non-working poor, although persons of all age categories may be found among the working poor. Such analysis may signal the types of educational policy and incentives needed to ensure that youth achieve an adequate level of educational attainment before entering the labour market.
- Analysing the industry groups, occupation groups and status in employment categories of the employed working poor may provide information on specific industry or occupation groups that could be targeted for occupational training.
- When high working poverty rates (as defined by national circumstances) are observed, it is recommended to analyse the indicator) with other decent work indicators, including social security indicators (to establish the adequacy of the social safety net), stability and security of work indicators (to determine the degree of employment instability and insecurity which is prevalent), and, where relevant, indicators on work that should be abolished, particularly child labour which is linked to poor households.

Source: Income and Expenditure Survey (IES) – Statistics SA

Disaggregation: Sex, province, educational level, economic activity (Refer to disaggregation table -Annexure)

5.2.3. Indicator: Average hourly earnings by occupation group

Method of computation:

$$\frac{\text{Total earnings for paid employees in occupation X}}{\text{Total hour worked by paid employees in occupation X}} \text{ X100}$$

Description:

- The average hourly earnings (AHE) indicator refers to the arithmetic average of the hourly earnings of employees by occupation group. AHE provides information on the remuneration of employees in

specific standardized occupation groups and hence may be very informative for targeted policy-making.

- The indicator can be calculated on the basis of real (i.e. inflation-adjusted) wage data.

Interpretation guideline:

- The analysis of this indicator is conducted separately for different occupation groups in order to be sufficiently informative for policy-making.
- Data users should bear in mind when analysing estimates for this indicator that worker coverage extends only to employees, that is, the employment-related income of self-employed workers in a given occupation group will not be included as the 'earnings' of that occupation group
- The indicator will not be useful to analyse trends in real weekly, monthly or annual average earnings by occupation since working time will vary and moreover because the indicator includes both full-time and part-time workers.
- Conducting a separate analysis of the real hourly earnings by occupation group of full-time versus part-time employees will be essential to understanding the different pay trends of the different employee groups.

Source: Income and Expenditure Survey (IES) – Statistics SA

Disaggregation: Sex, educational level, economic activity, occupation (Refer to disaggregation table - Annexure)

5.2.4. Indicator: Average domestic work wage

Method of computation:

$$\frac{\text{Total earning for domestic workers}}{\text{Total hours by domestic workers}} \textbf{X100}$$

Description:

- It measures the average income of persons employed in domestic work as wage earners.
- Comparisons with the average wage in other sectors of the economy should be adjusted for the number of working hours.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, education level (Refer to disaggregation table - Annexure)

5.2.5. Indicator: Average Real wages (ARW)

Method of computation:

$$\frac{\text{Employees with wages below minimum wage}}{\text{Total number of employees}} \textbf{X100}$$

$$\frac{\text{Average nominal earnings}}{\text{CPI}} \textbf{X100}$$

Description:

- ARW wages aims to capture the general evolution of real monthly earnings over time. Real wages have been defined in the Resolution concerning the international comparison of real wages adopted by the Eighth ICLS (1954) as the goods and services, which can be purchased with wages or are provided as

wages. They are calculated by dividing nominal monthly wages by the CPI in order to control for changes in consumer prices over time.

- The preferred sources of data are establishment surveys or labour force surveys that collect information on earnings, which, if not based on a monthly reference period, can be converted into monthly earnings.
- In the absence of the above, other household surveys with employment and income data such as household budget surveys or household income surveys may be used as long as earnings estimates can be calculated as separate from income or expenditures. When the data source is an establishment survey or an administrative record, not all jobs will be taken into account and the coverage of the data source is likely to be limited to formal sector establishments. This may give a partial view of the situation, especially in developing countries where the informal sector is a major source of employment.

Interpretation guideline:

- Worker coverage extends only to employees and real wage statistics are usually based on gross earnings. This affects the explanatory power of the indicator with regards to the monetary aspects of purchasing power, for which net wages are relevant (i.e. wages after deduction of taxes and mandatory contributions to social security).
- Earnings data show fluctuations, which reflect changes both in base pay (wages and salaries) and in any additional supplementary wage and non-wage payments. Weekly, daily and monthly earnings are also dependent on variations in hours of work.
- The fluctuations of average earnings obtained from global payrolls or responses to household surveys are also influenced by compositional changes among those in paid employment, i.e. the relative importance of male and female employees, young and older employees, unskilled and skilled employees, full-time and part-time employees etc.
- It may be valuable to analyse the indicator jointly with earnings distribution estimates to gain an understanding of how the average monthly earnings relate to the distribution of earnings, and whether there might be a large share of employees clustered at the high and/or low end of the earnings distribution, which are masked in the average monthly earnings measure.
- It may be useful also to analyse changes in the indicator against changes in the CPI deflator (used to calculate the average real monthly earnings estimates) to evaluate to what extent real earnings growth is keeping pace with inflation growth.
- Moreover, it may also be valuable to analyse real labour productivity growth against average real earnings, but in this case the comparison should be made either on a quarterly or annual basis in line with the publication of national output measures. There frequently is not a one-to-one relationship in terms of percentage increase between the two indicators, as real labour productivity growth often far outpaces growth in real earnings, indicating unbalanced wage growth. In times of surplus labour when unemployment rates and/or other measures of labour slack (such as time-related underemployment and numbers of discouraged workers) are high or rising, even if labour productivity expands, real earnings may not increase or, if they do, at a much lower growth rate vis-à-vis that of labour productivity.

Source: Quarterly Employment Statistics (QES) / Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, status in occupation, economic activity, formal/informal sector (Refer to disaggregation table - Annexure)

5.2.6. Indicator: Minimum wage non-compliance rate

Method of computation:

$$\frac{\text{Employees with wages below minimum wage}}{\text{Total number of employees}} \textbf{X100}$$

Description:

- The rate relates the number of wage earners with wages below the minimum wage (MW) to the total number of wage earners.
- The comparison can be made with the monthly wage or with the hourly wage.

Source: Income and Expenditure Survey (IES) Department of Employment and Labour (National Minimum Wage directorate)

Disaggregation: Sex, province, economic activity (Refer to disaggregation table - Annexure)

5.2.7. Indicator: Labour income as percentage of GDP

Method of computation:

$$\frac{\text{Wage of employees + social security contributions paid by employer}}{\text{GDP}} \textbf{X100}$$

Description:

- This indicator provides information on the importance of wage labour income in relation to the output generated by the country.

Interpretation guideline:

- The indicator underestimates the share of gross value added generated by labour, as it only considers the remuneration of employees (and not that of the self-employed).

Source: System of National Accounts (SNA - Statistics South Africa)

Disaggregation: Industry youth and employment by firm size and economic activity

5.3 Decent Working Hours

DECENT WORKING HOURS
Rate of excessive working hours
Employed by effective working hours
Average effective weekly working hours
Average number of effective annual working hours
Time-related underemployment
Paid annual leave
Part-time workers

5.3.1. Indicator: Employment in excessive working time (more than 48 hours a week)

Method of computation:

$$\frac{\text{Number of employed persons whose hours actually worked is more than 48 hours per week}}{\text{Total number of employed persons}} \textbf{X100}$$

Description:

- The indicator provides information on the proportion of employed persons whose hours worked exceed 48 hours per week.
- It is an indicator of exposure to overwork, i.e. negative effects not only on workers' health, but also on their safety (e.g. increased injury risk rates) and on the work-well-being balance.

Interpretation guideline:

- Progress is achieved when acceptably low levels of employment in excessive working time (EEWT) are achieved according to national circumstances.
- Progressive increases in the indicator point to a deterioration of decent work in this dimension.
- While average working time often declines during recessions, there may be economic sectors or 'status in employment' categories that experience increases in employment in excessive working time if layoffs of some workers (e.g. temporary hires) yield longer work hours for remaining workers. It is therefore recommended that the indicator be analyzed by economic sector, 'status in employment' categories, and/or by stability and security of work (e.g., contract duration).
- To the extent that working time data are available for work activities in relation to the general production boundary (measured for example through **time-use surveys),** it is recommended that data users analyze employment in excessive working time jointly with information regarding the share of men's and women's responsibility for unpaid household service work, by age group, household composition (presence of dependants), marital status, etc.

Source: Quarterly Labour Force Survey /Time-Use survey

Disaggregation: Sex, age group, province, status in employment, institutional sector (public, private, domestic), economic activity,

5.3.2. Indicator: Employment by weekly hours worked (hours in standardised hour bands)

Method of computation:

$$\frac{\text{Number of employed persons whose weekly hours actually worked fell within hour band X}}{\text{Total number of employed persons}} \textbf{X100}$$

Description:

- This indicator provides the percentage of the employed population who's weekly
- hours actually worked in all jobs correspond to a selected number of weekly hours (X).
- This indicator is also an indirect measure of how much time employed people can dedicate to other activities, e.g., household work, family, leisure and recreation, and self-development.
- Weekly hours ranges (X) for international comparability in hours actually worked, are grouped as follow: **1-14 hours, 15-29 hours, 30-34 hours, 35-39 hours, 40-48 hours, 49 hours or more.**

Interpretation guideline:

- The full distribution of working time in an economy can make an important contribution towards understanding the type of working time regime, which exists.

- There is no ideal employment by weekly hours worked distribution, however, high concentrations of workers in the time band '49 hours or more' (excessive working time) points to a decent work deficit in this dimension. Thus, progress is achieved when acceptably low levels of employment in excessive working time are achieved.
- Workers classified in the lower weekly hours' time bands (e.g., 1-14 hours, 15-29 hours, and 30-34 hours) may be voluntarily working short hours or may experience time-related underemployment (i.e. are working less than a specified threshold and are willing and available to work longer hours), the latter indicating a lack of decent work in this dimension.
- This indicator can thus be used as a screening indicator before studying in depth the phenomenon of inadequate employment.
- It is recommended that data users analyze this indicator jointly with information regarding the share of men's and women's responsibility for unpaid household service work, by age group, household composition (presence of dependants), marital status, etc.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, status in employment, economic activity (Refer to disaggregation table in Annexure)

5.3.3. Indicator: Average annual working time per employed persons

Method of computation:

$$\frac{\text{Total annual hours actually worked actually worked}}{\text{Total average number of employed persons over the year}} \textbf{X100}$$

Description:

- The indicator provides a measure of the number of actual hours that employed persons work on average per year.
- Actual hours are the normal hours plus overtime actually worked in the year for each person employed in all their Jobs.

Interpretation guideline:

- The indicator is intended to measure aggregate average annual levels of labour utilization per employed person through the working time concept of hours actually worked.
- This is a more refined measurement of labour utilization than average annual employment since it reflects the labour input of workers across the working time distribution, i.e. those who work long, average and short hours, rather than count their labour input equally.
- It is recommended to complement the analysis of this indicator with that of the distribution of employment by working time (employment by weekly hours worked) to evaluate how the levels and changes in the distribution of employment by working time are affecting average annual aggregate working time per worker.
- Progress in the indicator is achieved when an acceptable level of average annual hours actually worked per employed person is observed. To help determine this, data users may wish to establish time band thresholds of low, average, and high annual working hours that are based on national circumstances.
- When disaggregated by sex, age group, status in employment group, economic activity or occupation group, the indicator provides information about the aggregate working time per worker in the various sub-groups of the employed population over a given year. Breakdowns by sex often reveal a gender gap in annual working time within the SNA production boundary (men working longer hours in employment than women, on average). It is recommended that the analysis by sex be complemented with an evaluation of the time spent by women and men in unpaid work activities in the general production boundary (e.g. unpaid housework, child rearing etc.)

- Breakdowns by economic activity, occupation group or status in employment allow data users to evaluate the effect of such variables on aggregate working time, for example due to differences in paid leave of employees (including public holidays) or related to the seasonality of employment of some economic activities or occupation groups (e.g. agricultural sector and occupations).

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, Industry status in employment (of main job), institutional sector of employees (public, private, domestic) and type of occupation (if sufficient information is available in the source)

5.3.4. Indicator: Average weekly working time per employed persons

Method of computation:

$$\frac{\text{Number of hours per week actually worked}}{\text{Total number of employed persons per week}} \quad \textbf{X100}$$

Description:

- The indicator provides a measure of the number of actual hours that employed persons work on average per week.
- Actual hours are the normal hours plus overtime actually worked by each person employed in all their jobs.
- The average can be calculated with all employed persons and also excluding absent employed persons.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, province, Industry status in employment (of main job), institutional sector of employees (public, private, domestic) and type of occupation (if sufficient information is available in the source)

5.3.4. Indicator: Time-Related Underemployment (TRU)

Method of computation:

$$\frac{\text{Number of persons who are in time - reated under - employment}}{\text{Total number of employed persons}} \quad \textbf{X100}$$

Description:

- It is a measure of the underutilisation of the labour.
- It is defined as the percentage of employed persons who worked less than a specified threshold of hours during the reference period in all their jobs and who were available and willing to work more hours.

Interpretation guideline:

- TRU highlights a particular decent work deficit, namely labour underutilization in the dimension of working time.
- As some degree of time-related underemployment is likely to exist even during periods of favourable employment conditions, progress is achieved when TRU reaches an acceptably low level according to national circumstances.
- TRU is often counter-cyclical, increasing during economic recessions and declining with economic expansion. The cyclical changes in the indicator are best monitored through short-term observations (e.g., quarterly or continuous LFS), and it is recommended that data be seasonally adjusted in order to capture underlying trends.

- The indicator may be analyzed together with changes in total output (e.g. GDP growth) as well as other key indicators such as the employment-to-population ratio, the unemployment rate and employment-related income (or earnings where employees are an important component of total employment) in order to establish the key transmission mechanisms of economic changes to the labour market or new employment policies that may affect working time and related indicators.
- The volume (number of additional hours or days that can be worked) and duration of TRU (number of days, weeks, months, or years that employed persons have been continually in TRU) present the magnitude of underemployment in time units. Data users may wish to analyse the rate of volume of time-related underemployment, i.e. the volume of time-related underemployment as a share of potential time for work of the employed population. The potential time for work can be calculated by adding the volume of underemployment and the total hours actually worked by the employed. The latter provides one measure of the extent of labour underutilization in a country.
- When the denominator used to calculate TRU is the labour force in lieu of total employed persons, it is possible to compare this with the unemployment rate as a distinct measure of labour underutilization or even to add the two indicators together to yield a summary indicator of labour underutilization.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age groups, educational attainment, province, Industry and status in employment (of main job),

5.3.5. Indicator: Rate of paid annual leave

Method of computation:

$$\frac{\text{Number of employees entitled to paid annual leave}}{\text{Total number employee}} \textbf{ X100}$$

Description:

- Paid annual leave refers to the period during which a worker is off work while continuing to:

1. receive an income and
2. be entitled to social protection

- The indicator is calculated as the proportion of employees with access to paid annual leave.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age groups, educational level, province, economic activity (Refer to disaggregation table -Annexure)

5.3.6 Indicator: Rate of part time workers

Method of computation

$$\frac{\text{Number of employed persons working part - time}}{\text{Total number of employed persons}} \textbf{ X100}$$

Description:

- "Part-time worker" refers to any employee whose normal hours of work are less than those of a full-time worker in a comparable situation. (ILO Convention No. 175). For statistical purposes, however, part time is commonly defined as a specified number of hours. The threshold which divides workers into full-time and part-time workers varies from country to country. In South Africa, it is usually 40 hours per week.
- The Organisation for Economic Co-operation and Development (OECD) proposes to define part-time as people working less than 30 hours (threshold in a job).

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, educational level, province, economic activity (Refer to disaggregation table -Annexure)

5.4 Stability and Security at work

STABILITY AND SECURITY AT WORK
Precarious employment rate
Rate of workers with short-term contracts
Subsistence worker rate
Job Tenure

5.4.1. Indicator: Precarious Employment Rate

Method of computation:

$$\frac{\text{Number of person who are in percarious employment}}{\text{Total number of employed persons}} \textbf{X100}$$

Description:

- Workers in precarious employment can either:
  a. be workers whose contract of employment leads to the classification of the incumbent as belonging to the groups of “casual workers”, “short-term workers” or “seasonal workers”; or
  b. be workers whose contract of employment will allow the employing enterprise or person to terminate the contract at short notice and/or at will, the specific circumstances to be determined by national legislation and custom.
- In the case of workers falling under category (a) above, workers may be classified as “employees” or “own-account workers” according to the characteristics of the employment contract.
- The indicator measures the proportion of employees whose employment contract, verbal or written, is of relatively short duration or can be terminated at short notice.
- Workers under category (a) refer to the following:
  - Casual workers: contracts are not expected to continue for more than a very short period
  - Seasonal workers: contract duration is influenced by seasonal factors such as climate, public holidays, agriculture season, etc.
  - Short-term workers: contracts are expected to last for a short period, but longer than that of casual workers.
- The common element among the precarious employment categories is the precarious, short-term nature of the employment contracts (category a) or their instability, as employers may terminate them upon short notice (category b) whose contract can be terminated on short notice.

Interpretation guideline:

- Progress in the precarious employment rate is measured by achieving acceptably low levels according to national circumstances and/or a declining trend. An increasing trend in the indicator corresponds to a worsening of the decent work situation in this dimension, as it points to an increasing number of jobs becoming unstable and/or insecure.
- Some degree of overlap may exist between this indicator and informal employment, reflecting the fact that precarious employment jobs generally lack basic social or legal protections or employment benefits. Assessing the extent to which self-employment jobs are precarious could be done in terms of defining the stability of the enterprises in which they work; for example, an analysis of the average time in operation of self-employed enterprises (disaggregated by formal/informal sector) could be established.

- It is important to identify whether the engagement in this type of employment is voluntary or not given the possibility of an alternative employment situation that is not precarious.

Source: Department of Employment and Labour (Unemployment Insurance Fund)/ Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age groups, educational level, province, Industry (agricultural and non-agricultural), status in employment (employee or own-account workers), and occupation groups (Refer to disaggregation in table -Annexure)

5.4.2. Rate of workers with short-term contracts (Limited duration)

Method of computation:

$$\frac{\text{Number of employees with short-term contracts}}{\text{Total number of employed persons}} \text{ X100}$$

Description:

- This is the proportion of wage earners with short-term (no more than three months) or seasonal contracts.
- This is often the case in agricultural activities and also in tourism activities (when these are seasonal during the year).
- These workers are not guaranteed continuity of employment, even in the following season.
- In some countries, legislation does not provide these workers with certain labour rights such as paid holidays, severance pay, social security contributions and pension entitlements.

Source: Quarterly Labour Force Survey (QLFS)/ Department of Employment and Labour (UIF)

Disaggregation: Sex, age groups, educational level, province, Industry (agricultural and non-agricultural), status in employment (employee or own-account workers), and occupation groups (Refer to disaggregation in table -Annexure).

5.4.3. Indicator: Subsistence worker rate

Method of computation:

$$\frac{\text{Total number of persons employed as subsistence worker}}{\text{Total number of employed persons}} \text{ X100}$$

Description:

- The subsistence worker rate (SWR) measures the share of employed persons who work in subsistence production of goods or services, that is, production which constitutes the predominant consumption of the household.
- They are defined according to activities that fall within the production boundary of the System of National Accounts, i.e. includes all production of goods for own use, but excludes all production of services for own final consumption within households.
- Such workers face enormous challenges of stability and security of work due to the nature of the work, which is often dependent upon rights to use land and water resources as well as favourable climatic and environmental conditions.
- Subsistence workers are primarily found in agriculture, forestry and fishing activities, for which reason it is essential to properly code these economic activities if one seeks to capture such workers. For operational purposes, it may be useful to target International Standard Classification of Occupations (ISCO-08) Sub-Major Group 63, “Subsistence farmers, fishers, hunters and gatherers”.

Interpretation guideline:

- An increasing subsistence worker rate may be interpreted as declining stability and security of work, and thus a deterioration of decent work in this dimension.
- Economies that suffer prolonged contractions, experience mass layoffs of workers and do not offer adequate employment opportunities or safety nets may witness unemployed persons seeking refuge in subsistence production activities.
- Employees (including those with higher levels of education) whose real earnings are well below cost of living and living in extreme poverty may abandon their paid employment and join the ranks of subsistence workers where the "payoff" is higher per unit of time worked. Thus, in some economies subsistence workers may include some workers with higher levels of education. In any case, it is recommended that the indicator be analyzed by level of educational attainment.
- Subsistence workers often suffer deficits of decent work in other dimensions, and it is recommended that the indicator be analyzed jointly with other indicators which are disaggregated by economic activity (agriculture, forestry, fishing) or occupation group (ISCO-08 sub major group 63), including excessive working time, working poverty, safe work environment, and social security indicators.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age groups, educational level, province, economic activity (agricultural and non-agricultural), status in employment (employee or own-account workers), and occupation groups, ethnicity. *In particular, if reliability of estimates permits, disaggregation of ISCO-08 sub major group 63, "Subsistence farmers, fishers, hunters and gatherers" into 3-digit minor groups may help to better quantify the types of subsistence occupations, which are prevalent.*

5.4.5. Indicator: Job tenure

Method of computation:

Where *i* is a standardized job tenure time band

Mean job tenure = $\frac{\text{ob tenure among employed persons}}{\text{Total number of employed persons}}$ **X100**

Percent of employed persons with job tenure in length of time = $\frac{\text{Total number of employed persons whose job tenure falls in length of time } i}{\text{Total number of employed persons}}$ **X100**

Description:

- Job tenure measures the length of time workers have been in their current or main job or with their current employer and is valuable for analyzing the degree of fluidity in the job market. There are two indicators for job tenure:
  i. mean job tenure for all employed persons and
  ii. percent distribution of employed persons by length of job tenure.

Interpretation guideline:

- An increasing mean job tenure may be interpreted as increasing employment security and thus an improvement in decent work in this dimension.
- However, the indicator should be analyzed cautiously with regard to the point in time of the business cycle and taking into account the key transmission mechanism of changes in total output to the labour market (i.e., whether employment, working time and/or employment-related income or earnings are most affected). For instance, during periods of economic recession or contraction, when a large number of worker's risk losing their jobs, mean job tenure may tend to increase, as those laid off are often workers with shorter tenure. In this scenario, the share of employed persons with job tenure in the lower time band categories would likely decrease while the share in higher time band categories would increase.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Province, economic activity (agricultural and non-agricultural), status in employment (employee or own-account workers), and key occupation groups.

5.5 Equal Opportunities and Treatment at Work

EQUALITY OF OPPORTUNITY AND TREATMENT
Occupational segregation
Female participation in senior and middle management positions
Share of women in wage Employment in the non-agricultural sector

5.5.1. Indicator: Occupational segregation by sex

This indicator has three measures.

1. Female share in employment in each of the ISCO sub-major groups
2. Occupational distribution of employment by sex
3. Duncan index of dissimilarity (Duncan)

This indicator and its three measures provide information on the tendency for men and women to work in different occupations, – where an occupation refers to a set of jobs whose main tasks and duties are characterized by a high degree of similarity. In this way, the indicator sheds light on the extent to which women and men benefit from different opportunities and treatment in work life.

5.5.2. Indicator: Occupational segregation by sex - Female share of Employment' in each of the ISCO sub-major groups

Method of computation:

$$\frac{\text{Total number of females employed in ISCO } i}{\text{Total employed persons in ISCO } i} \textbf{X100}$$

Description:

- 'Female share of Employment' indicates the extent to which there is a concentration of women (and men) in each sub-major group of occupations.

Interpretation guideline:

- The indicator is used to discuss the degree of feminization of occupational groups. A group in which the female share of employment is high (for example, more than 80%), may be considered as "female dominated". If the female share is low (for example, less than 20%), it may be taken as "male dominated". Other occupations are considered as "integrated occupations". The share can vary depending on the overall share of women in employment.
- Increases in the female shares in Major Groups 1, 2 and 3 may be interpreted as progress with regards to the extent to which women are accessing managerial or high-skill jobs.
- Care should be exercised, however, in the interpretation of data with respect to specific high-skill groups such as teachers and nurses that have traditionally been female dominated. In these cases, an increase in the share of female employment may reflect an increase in segregation.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, occupation, education level (Refer to disaggregation table -Annexure)

5.5.3. Indicator: Occupational segregation by sex- 'Female occupation distribution'

Method of computation:

$$\frac{\text{Total number of females employed in ISCO } i}{\text{Total number of females employed}} \quad \textbf{X100}$$

Description:

- Female occupational distribution' shows the number of females and the number of males employed in each occupational group, as a proportion of total female and male employment, respectively.

Interpretation guideline:

- Differences between the female and male distributions of occupations may reflect gender differences in access to employment opportunities in each occupational group.
- It allows identification of the groups in which employed females (and males) tend to work. Taken together with the first measure, it allows an analysis not only of the access that females have to a particular occupational group, relative to males, but also of the proportion of females employed in the said occupational group.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Sex, age group, province, education level (Refer to disaggregation table -Annexure)

5.5.4. Indicator: Occupational segregation by sex- 'The Duncan Index of Dissimilarity'

Method of computation:

$$\text{Duncan (with ISCO clusters)} = \tfrac{1}{2} \times \Sigma \left| (Wi / W) - (Mi / M) \right|$$

W *i*= Number of females employed in ISCO *i*

W= Number of females employed

M*i* = Number of males employed in ISCO *i*

M= Number of males employed

Description:

- **'**The Duncan Index of Dissimilarity' is the most popular summary indicator of segregation. It ranges from 0 to 1, with 0 meaning no occupational segregation and 1 being complete occupational segregation between the two sexes.

Interpretation guideline:

- An increase in the Index of Dissimilarity will mean a greater tendency of men or women to do different jobs.
- The index measures the tendency of labour markets to be segmented on the basis of sex, but it does not identify which occupational groups create these differences.
- As a single value, the index has the advantage that comparisons over time and between countries are easier to present.
- A disadvantage of using this index is that changes over time, as well as differences between countries are not only driven by the sex composition of occupations but also by the occupational structure of the labour market.

Source: *Quarterly Labour Force Survey (QLFS) –QLFS does not compute the index but data variables can be extracted to estimate the index.*

Disaggregation: Sex, age, province (Refer to disaggregation table -Annexure)

5.5.5. Indicator: Female share of Employment in senior and middle management

Method of computation:

$$\frac{\text{Number of females employed in ISCO 11, 12, 13}}{\text{Total number of employed persons in ISCO 11, 12, 13}} \textbf{ X100}$$

Description:

- It refers to the proportion of women in managerial positions corresponding to ISCO-08 categories 11, 12 and 13 (or ISCO-88 categories 11 and 12) in the total number of persons employed. They are sub-major groups of ISCO 1-Managers.
- The indicator thus provides information on the proportion of women who are employed in decision-making and management positions in government, large companies and institutions.

Interpretation guideline:

- The female shares of employment in ISCO-88 11 and 12 provides some insight into women's power in decision-making and in the economy.
- The limitation is that it does not reflect differences in the levels of responsibility of women in these high and middle level positions or the importance of the enterprises and organizations in which they are employed.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Economic activity (If sample size permits), province (Refer to disaggregation table -Annexure)

5.5.6. Indicator: Share of women in wage Employment in the non-agricultural sector

Method of computation:

$$\frac{\text{Number of females in paid employment in non-agriculture sector}}{\text{Total number of persons in paid employment in non-argiculture sector}} \textbf{ X100}$$

Description:

- This indicator presents the share of women in paid employment in the non-agricultural sector as a percentage of total paid employment in the non-agricultural sector.

Interpretation guideline:

- The indicator may vary from 0 (only men) to 100% (only women). Equal numbers of women and men in the sectors would give an indicator value of 50%.
- Progress is assessed by an increase in the value of the indicator (often aiding poverty reduction). Due to growing levels of development and related structural economic changes, production tends to move from the agricultural sector towards the non-agricultural sectors. At the same time, this causes a movement to paid employment jobs away from other types of jobs, with an accompanying emergence of monetized industrial and services sectors.
- The extent to which women have access to paid employment could thus reflect their integration into the monetary economy while benefiting from a more regular and largely monetary income. This in turn would be expected to have a positive impact on women's autonomy and decision-making powers.

Source: Quarterly Labour Force Survey (QLFS)

Disaggregation: Age group, occupation, economic activity, province (Refer to disaggregation table -Annexure)

5.6 Safe Working Environment

SAFE WORKING ENVIRONMENT
Fatal occupational injury rate (**SDG 8.8.1**)
Non-fatal occupational injury rate (**SDG 8.8.1**)
Labour inspection rate
Time lost due to occupational injuries

- Occupational injury: Any personal injury, disease or death resulting from an occupational accident.120 An occupational injury is different from an occupational disease, which comes as a result of an exposure over a period of time to risk factors linked to the work activity. Diseases are included only in cases where the disease arose as a direct result of an accident.
- Occupational accident: An unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work, which results in one or more workers incurring a personal injury, disease or death. Occupational accidents are to be considered travel, transport or road traffic accidents in which workers are injured and which arise out of or in the course of work; that is, while engaged in an economic activity, or at work, or carrying out the business of the employer.
- Workers in the reference group: Workers in the reference group refer to the average number of workers in the particular group under consideration and who are covered by the source of the statistics of occupational injuries (for example, those of a specific sex or in a specific economic activity, occupation, region, age group, or any combination of these, or those covered by a particular insurance scheme, accident notification systems, or household or establishment survey).

5.6.1. Indicator: Occupational injury frequency rate, fatal (SDG 8.8.1)

Method of computation:

$$\frac{\text{Number of new cases of occupational fatalities during the reference period}}{\text{Total number of hours worked by workers in the reference group during the reference period}} \times 100\,000$$

Description:

- Fatal occupational injury: an occupational injury leading to death within one year of the day of the occupational accident.
- Case of fatal occupational injury: the case of a worker fatally injured as a result of one occupational accident, and where death occurred within one year of the day of the accident.
- The fatal occupational injury frequency rate provides information on the number of fatal occupational injury cases per hours worked by the concerned population during the reference period.
- It measures the risk of having a fatal occupational injury and this is based on the duration of exposure to adverse work-related factors.
- The fatal occupational injury frequency rate is calculated as the number of new cases of fatal injury during the reference year divided by the total number of hours worked by workers in the reference group during the reference year, multiplied by 1 00 000.
- If the data needed for calculating the frequency rate are not available, the incidence rate defined below may be calculated instead.

5.6.2. Indicator: Occupational injury incidence rate, fatal

Method of computation:

$$\frac{\text{Number of new cases of occupational fatalities during the reference period}}{\text{Total Number of workers in the reference group during the reference period}} \textbf{ X100 000}$$

Description

- If the data needed for calculating the frequency rate are not available, the incidence rate may be calculated instead.
- The fatal occupational injury incidence rate is calculated as the number of new cases of fatal injury during the reference year divided by the average number of workers in the reference group during the reference year, multiplied by 100,000.
- In calculating the average number of workers, the number of part-time workers should be converted to full-time equivalents. For the calculation of rates, the numerator and the denominator should have the same coverage. For example, if self-employed persons are covered in the statistics of fatal occupational injuries they should also be covered in the denominator.

Interpretation guideline: Occupational injury frequency rate, fatal (SDG 8.8.1)

- The role of the indicators is to identify important areas to which attention should be paid. In order to be able to design more targeted prevention mechanisms and related policies it is recommended to disaggregate and analyse this indicator by sex, occupation, economic activity, or any combination of these. For instance, workers in occupations and activities of highest risk can be targeted more effectively for inspection visits, development of regulations and procedures, and also for safety campaigns.
- There may be problems of under reporting of fatal occupational injuries, and proper systems should be put in place to ensure the best reporting and data quality. Under reporting is thought to be present in countries at all levels of development, but may be particularly problematic in some developing countries. Data users should be aware of this issue when analyzing the data.
- Due to the fact that data quality issues may be present, it may be more relevant to analyze indicator trends rather than levels. When measured over a period of time, the data can reveal progress or deterioration in occupational safety and health, and thus point to the effectiveness of prevention measures.
- This indicator is volatile and strong annual fluctuations may occur due to unexpected but significant accidents or national calamities. The underlying trend should therefore be analysed.

Source: Department of Employment and Labour (Compensation Fund)

Disaggregation: Sex, economic activity

5.6.3.Indicator: Occupational injury frequency rate, non-fatal (SDG 8.8.1)

Method of computation:

$$\frac{\text{Number of new cases of non-occupational injury during the reference period}}{\text{Total Number of hours worked by workers in the reference group during the reference period}} \textbf{ X100 000}$$

Description:

- The non-fatal occupational injury frequency rate provides information on the number of new cases of non-fatal occupational injury per hours worked by the concerned population during the reference period. It is a measure of the risk of having a non-fatal occupational injury based on the duration of exposure to adverse work-related factors.
- If the data needed for calculating the frequency rate are not available, the incidence rate and/or severity rate defined below may be calculated instead.

- Cases of permanent incapacity for work are cases of occupational injury where the persons injured were unable to work from the day of the accident, and were never able to perform again the normal duties of work in the job or post occupied at the time of the occupational accident causing the injury.
- Cases of temporary incapacity are cases of occupational injury where the workers injured were unable to work from the day after the day of the accident, but were later able to perform again the normal duties of work in the job or post occupied at the time of the occupational accident causing the injury within a period of one year from the day of the accident.

5.6.4. Indicator: Occupational injury incidence rate, fatal (SDG 8.8.1)

Method of computation:

$$\frac{\text{Number of new cases of non-fatal occupational injury during the reference period}}{\text{Total Number of workers in the reference group during the reference period}} \times 1{,}000{,}000$$

Description:

- If the data needed for calculating the frequency rate are not available, the incidence rate and/or severity rate defined below may be calculated instead.
- The non-fatal occupational injury incidence rate is calculated as the number of new cases of non-fatal injury during the reference year, divided by the number of workers in the reference group during the reference year, multiplied by 100 000.
- In calculating the average number of workers, the number of part-time workers should be converted to full-time equivalents. For the calculation of rates, the numerator and the denominator should have the same coverage. For example, if self-employed persons are covered in the statistics of fatal occupational injuries they should also be covered in the denominator.

Interpretation guideline:

- The role of the indicators is to identify important areas to which attention should be paid. In order to be able to design more targeted prevention mechanisms and related policies it is recommended to disaggregate and analyse this indicator by sex, occupation, economic activity, or any combination of these. For instance, workers in occupations and activities of highest risk can be targeted more effectively for inspection visits, development of regulations and procedures, and also for safety campaigns.
- There may be problems of under reporting of non-fatal occupational injuries, and proper systems should be put in place to ensure the best reporting and data quality. Under reporting is thought to be present in countries at all levels of development, but may be particularly problematic in some developing countries. Data users should be aware of this issue when analyzing the data.
- Because data quality issues may be present, it may be more relevant to analyze indicator trends rather than levels. When measured over a period of time, the data can reveal progress or deterioration in occupational safety and health, and thus point to the effectiveness of prevention measures.
- This indicator is volatile and strong annual fluctuations may occur due to unexpected but significant accidents or national calamities. The underlying trend should therefore be analysed.

Source: Department of Employment and Labour (Compensation Fund)

Disaggregation: Sex, economic activity (Refer to disaggregation table -Annexure)

5.6.5 Indicator: Labour inspection rate per 10,000 employed

Method of computation:

$$\frac{\text{Number of labour inspectors}}{\text{Number of employed persons}} \text{ X10,000}$$

Description:

- The rate of inspectors per 10,000 employed persons is a crude proxy measure of the resources for monitoring and enforcing work conditions and standards.
- The system of labour inspection is in charge of:

i. securing "the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work;"

ii. supplying "technical information and advice to employers and workers concerning the most effective means of complying with legal provisions;"

iii. bringing "to the notice of the competent authority defects or abuses not specifically covered by existing laws".

- It is important to synchronize the reference periods used for computing the number of labour inspectors and the number of employed persons.

Interpretation guideline:

- Labour inspectors are in charge of monitoring and evaluating many labour-related practices of which safety and health at the workplace is one.
- The indicator at hand may not give a complete picture of whether health- and safety-related practices at the workplace are monitored to a sufficient extent.
- In addition, it does not provide information on the number of inspections conducted or the quality of the work conducted by the labour inspectorate.
- In order to be able to evaluate the results, a benchmark of an acceptable or a desired number of labour inspectors per 10,000 employed persons is necessary.

Source: Department of Employment and Labour (Labour Inspectorate)

Disaggregation: Economic activity, province (Refer to disaggregation table -Annexure)

5.6.6. Indicator: Time lost due to occupational injuries

Method of computation:

$$\frac{\text{Number of days lost due to new cases of occupational injuiries during the reference}}{\text{Number of occupational injuries during the reference period}} \text{ X10,000}$$

Description:

- Time lost due to occupational injuries is an indicator that measures the consequences of occupational injuries in terms of lost days.
- It may be used to design targeted prevention mechanisms and to estimate the cost of occupational injuries. Hence, it gives a quantifiable measure of the impact of the injuries which is comparable across cases.
- Time lost per occupational injury is defined as the median or mean number of calendar days lost per new cases of non-fatal occupational injury resulting in temporary incapacity.
- Both the numerator and the denominator should have the same coverage.

- Incapacity for work: inability of the victim, due to an occupational injury, to perform the normal duties of work in the job or the post occupied at the time of the occupational accident.
- Cases of non-fatal injury with lost work time (permanent and temporary incapacity):
  - Cases of permanent incapacity for work are cases of occupational injury where the persons injured were unable to work from the day of the accident, and were never able to perform again the normal duties of work in the job or post occupied at the time of the occupational accident causing the injury.
  - Cases of temporary incapacity are cases of occupational injury where the workers injured were unable to work from the day after the day of the accident, but were later able to perform again the normal duties of work in the job or post occupied at the time of the occupational accident causing the injury within a period of one year from the day of the accident.
- Days lost by cases of temporary incapacity: days lost due to temporary incapacity refer to the number of calendar days during which those persons temporarily incapacitated were unable to work, excluding the day of the accident, up to a maximum of one year. Time lost is counted inclusively from the day after the day of the accident until the day prior to the return to work. Recurrent absences due to an occupational injury should be counted as one case. Time lost excludes temporary absences from work for medical treatment of less than one day.

Interpretation guideline:

- Time lost should be measured in terms of the number of calendar days during which the injured person is temporarily incapacitated, in order to assess the severity of the injury. If time lost is measured in workdays, attempts should be made to assess the total number of calendar days lost.
- The average number of calendar days lost is useful for targeting accident prevention, while the average number of workdays lost is useful for measuring the economic impact of the absence from work caused by the injury for both the worker and the employer.
- There may be problems of under reporting of time lost due occupational injuries, and proper systems should be put in place to ensure the best reporting and data quality. Under reporting is thought to be present in countries at all levels of development, but may be particularly problematic in some developing countries. Data users should be aware of this issue when analyzing the data.
- Due data quality issues may be present; it may be more relevant to analyse indicator trends rather than levels. It is recommended to analyse the trends of this indicator together with the frequency rates of new cases of occupational injuries and the severity of new cases of non-fatal occupational injuries.

Source: Department of Employment and Labour (Compensation Funds)

Disaggregation: Economic activity, province (Refer to disaggregation table -Annexure)

5.7 Work that should be abolished

WORK THAT SHOULD BE ABOLISHED
Child labour rate
Hazardous Child Labour Rate

Child labour

- Child labour can be measured in terms of children's participation in productive activities, either on the basis of the overall production frontier or on the basis of the System of National Accounts (SNA) production frontier.
- Includes all persons aged 5 to 17 who, during a specified period of time, participated in one or more of the following categories of activities:

  a. the worst forms of child labour; and

  b. employment below the minimum age, excluding children under the age of 18.

- When considering the SNA production boundary, child labour includes all children in the 5-14 age group who work (to generate income) + those aged 15-17 in hazardous work.
- It excludes those aged 12-14 who work less than 14 hours per week in light work.
- According to the international statistical standards, children are considered to be in child labour if they are:
  i. below the age of 12 and working;
  ii. aged 12 to14 years and usually working more than 14 hours per week;
  iii. aged 12 to14 years, usually working 14 hours or less per week (permitted light work), but stated s/he was working in a designated hazardous industry and/or occupation or worked under hazardous conditions;
  iv. aged 15 to17 years and usually working more than 42 hours per week; and
  v. aged 15 to 17 years and usually working less than or 42 hours per week (normal work), but stated s/he was working in a designated hazardous industry and/or occupation.

Hazardous child labour

- Children below the age of 18 years are considered to be engaged in hazardous work if:
  i. they performed "tasks and duties of hazardous nature even for one hour during the reference period (designated hazardous occupations)" or
  ii. "worked long hours (usually working more than 42 hours per week) or worked under hazardous conditions" regardless of the tasks and duties being of hazardous nature or not. The hazardous occupations are designated by national legislation.
- Hazardous work:
  a. Exposure to physical, psychological or sexual abuse
  b. Underground, underwater, at dangerous heights or in enclosed spaces
  c. With dangerous machinery, equipment and tools, or the manual transport of heavy loads;
  d. Unhealthy environment due to exposure to hazardous substances, agents or processes, or to temperatures, noise or vibration levels which are harmful to health.
  e. Particularly difficult conditions, such as long hours or night work, or work that unreasonably detains the child on the employer's premises
- Some countries may also designate hazardous industries, for example, mining and quarrying.

5.7.1. Indicator: Child labour rate

Method of computation:

$$\frac{\text{Number of childern in child labour aged 5 - 17}}{\text{Total number of childern aged 5 - 17}} \times 100$$

Description:

- The indicator reflects children's participation in prohibited work and, more generally, in types of work that should be eliminated as they are socially and morally undesirable according to national and international standards.
- Child labour may refer only to work in the 'employment' or, more broadly, to all forms of work.

Interpretation guideline:

- There are significant differences in the experiences of girls and boys with respect to child labour. This is particularly so when hazardous unpaid household services are included in the measurement of child

labour (hazardous unpaid household services – not all unpaid household services – are included in the estimate of child labour when child labour is measured on the basis of the general production boundary).

- Cultural norms, especially with respect to the age of marriage of girls, may impact on the value of the CLR (married girls would tend to be excluded when data is being collected on the grounds that they are no longer children).
- Several elements in the definition of child labour require national consensus and consistency with the national legislation. This includes the list of designated hazardous occupations and/or industries, a cut-off point in terms of weekly hours worked and legislated minimum age of employment.
- Child labour indicators should be analysed together with indicators such as Children not in school and other education and/or health-related indicators for the age group concerned.

Source: Child Labour Survey (Statistics South Africa)

Disaggregation: Age groups (5-11, 12-17), sex, provinces, economic activity, school attendance

5.7.2. Indicator: Hazardous Child Labour Rate (HCLR)

Method of computation:

$$\frac{\text{Number of childern in hazardous child labour aged 5 - 17}}{\text{Total number of childern aged 5 - 17}} \times 100$$

Description:

- HCLR gives the prevalence of hazardous work among the population of children aged 5 to 17 years. In this way, the indicator reveals the extent of hazardous work within the category of child population aged 5 to17 years.

Interpretation guideline:

- The list of designated hazardous occupations and/or industries require national consensus and consistency with national legislation.
- A cut-off point in terms of weekly hours worked and legislated minimum age of employment require national consensus and consistency with national legislation.
- Child labour indicators should be analysed together with indicators such as Children not in school and other education and/or health-related indicators for the age group concerned.

Source: Child Labour Survey (Statistics South Africa)

Disaggregation: Age groups (5-11, 12-17), sex, province , economic activity, school attendance

5.8 Social Dialogue and Representations

SOCIAL DIALOGUE AND REPRESENTATION
Trade union membership rate
Collective bargaining coverage rate

5.8.1. Indicator: Trade union density rate

Method of computation:

$$\frac{\text{Trade union member in employment}}{\text{Total number of employed persons}} \text{ X100}$$

Description:

- Trade unions are workers' organisations formed for the purpose of promoting and defending workers' interests.
- The union membership rate provides an indirect measure of worker representation and the influence of trade unions. It is a measure of the extent to which freedom of association is exercised

Interpretation guideline:

- A workers' organization is independent is an independent organization which is free from government or other third-party interference in its internal affairs, and is able to carry out its economic and social mission irrespective of political changes in the country.
- It "has the right to draw up its constitution and rules, to elect its representatives in full freedom, to organize its administration and activities and to formulate its programmes.
- While the trade union density rate gives some indication as to the extent of the exercise of freedom of association, it needs to be analysed within the national context (e.g. whether or not workers are free to organize strikes, etc.) and thus should be interpreted within the legal framework.
- The indicator should not be used as the sole indicator of the bargaining power of unions. Countries with low density rates may have a very high coverage of workers through collective agreements; countries with high density rates may have very poor social dialogue. However, high density rates do not necessarily reflect a situation where the majority of employed persons may exercise freedom of association, such as would allow them to potentially benefit from trade union membership.

Source: Quarterly Labour Force Survey/ Department of Employment and Labour

Disaggregation: Sex, institutional sector, type of organisation, province (Refer to disaggregation table -Annexure)

5.8.2. Indicator: Collective bargaining coverage rate

Method of computation:

$$\frac{\text{Number of employees whose pay and conditios are determined by collective agreement}}{\text{Total number of Employees}} \text{ X100}$$

Description:

- Indicates the proportion of workers whose pay and/or working conditions are determined by one or more collective agreements. It may be limited to the case of employees.
- It therefore provides a measure of the scope of collective agreements and, as such, can help to assess and monitor the development of industrial relations.

Interpretation guideline:

- Collective bargaining agreement refers to "all agreements in writing regarding working conditions and terms of employment concluded between an employer, a group of employers or one or more employers' organizations, on the one hand, and one or more representative workers' organizations, on the other".
- Collective bargaining refers to "all negotiations which take place between an employer, a group of employers or one or more employers' organizations, on the one hand, and one or more workers' organizations, on the other, for:
  a. determining working conditions and terms of employment; and/or
  b. regulating relations between employers and workers; and/or (c) regulating relations between employers or their organizations and a workers' organization or workers' organizations".
- While this indicator gives some indication as to the exercise of collective bargaining rights, it does not necessarily reflect the direct outcome of negotiations. It does, however, reflect the particularity of the industrial relations system and type of labour regulation to which a country subscribes. This includes the number of collective agreements reached, the bargaining structure, as well as the interaction between the collective bargaining process, administrative regulations and labour law.
- The collective bargaining coverage rate should be analysed within the national context and should be interpreted within the appropriate legal framework.

Source: Quarterly Labour Force Survey/ Department of Employment and Labour

Disaggregation: Sex, institutional sector, economic activity, province (Refer to disaggregation table -Annexure)

5.9 Social Security

SOCIAL SECURITY
Proportion of population aged 65 and over benefiting from a pension (SDG 1.3.1)
Paid sick leave rate
Public expenditure on social security
Percentage of population with basic health coverage (SDG 1.3.1)
Percentage of the labour force contributing to a pension scheme

5.9.1. Indicator: Share of population above the statutory pensionable age (or aged 65 or above) benefiting from an old - age pension

Method of computation:

$$\frac{\text{Number of old-age pension beneficiaries above statutory retirement age}}{\text{Total number of employees above statutory retirement age}} \times 100$$

Description:

- Measures the proportion of the population above the statutory retirement age (65+ years) receiving an old-age pension.
- It sheds light on the size of the population with social protection through a pension in old age.
- A beneficiary is "the person in respect of whom the social security benefit is provided, whether or not he or she is an entitled beneficiary".
- An **old-age pension** refers to periodic payments intended: (i) to maintain the income of the beneficiary after retirement from gainful employment at the statutory/standard age or (ii) to support the income of older persons (excluding support for a limited duration).

- A **beneficiary** is the person in respect of whom social security benefit is granted, irrespective of whether he is a titular beneficiary or not.
- The **benefits covered** are periodic cash retirement benefits. They can be means-tested or non means-tested and provided through contributory or non-contributory schemes.
- **Means-tested social benefits** are social benefits, which are explicitly or implicitly conditional on the beneficiary's income and/or wealth falling below a specified level. Thus, **Non means-tested benefits** are those benefits that are established entirely independently of the beneficiary's income and/or wealth.
- **Contributory schemes** are social protection schemes that require the payment of contributions, by the protected persons or by other parties on their behalf, in order to secure individual entitlement to benefits. Conversely, **non-contributory schemes** normally do not require direct contribution from beneficiaries or their employers as a condition of entitlement to receive relevant benefits. Non-contributory schemes include a broad range of schemes including universal schemes for all residents and some categorical means-tested schemes. Non-contributory schemes are usually financed through tax or other state revenues.
- Beneficiaries who receive supplementary benefits that complement other basic old-age benefits (i.e. "second-pillar" schemes) are excluded to avoid double counting.
- The age limit can be set at the statutory pensionable age or, in cases where international comparison is desired, at 65 or above.
- To the extent possible, the numerator includes survivors' and disability benefits once the beneficiary reaches the statutory pensionable age (or the age of 65). In other words, the numerator should capture all beneficiaries of an old-age pension, whether they themselves were participants in a social security scheme (contributors) or not, for instance, family members of deceased contributors who receive a part of the latter's pension. Both in the case of survivors' and disability benefits, it is important to note that only those who fall within the age group will be counted.
- The denominator corresponds to the total size of the population defined as above the statutory pensionable age or aged 65 or above. The same age group should be used for the numerator.

Interpretation guideline:

- This indicator does not capture all beneficiaries of an old-age pension; for example, it would not capture those who receive an old-age pension before reaching the statutory pensionable age as a result of opting for early retirement or survivors' benefit below the age of statutory retirement.
- It is recommended that the results (levels and changes over time) be analysed in relation to contextual information, in particular regarding the type of schemes and combination of schemes existing in the country. These can include contributory schemes, provident funds, universal or targeted schemes; defined benefit versus defined contribution schemes; private versus public; and means tested or non means-tested benefits. For example, because of the ambiguous role of means-tested old-age pensions, two variants of coverage indicators can be calculated: one excluding and one including means-tested old-age pensions.
- In order to observe effective coverage, this indicator will preferably be analysed together with average old-age pension benefits per month per person who is above the statutory pensionable age (or aged 65 and above) benefiting from an old-age pension. When such information is not available, statutory information on the legal replacement rate can be considered in analysing this indicator.
- The fact that in most countries workers can postpone retirement and continue working after the statutory pensionable age should be taken into account when interpreting the results.

Source: Social Pension (Social Department) / Quarterly Labour Force Survey

Disaggregation: Age groups, sex, type of social security scheme and benefits

5.9.2. Indicator: Paid sick leave rate

Method of computation:

$$\frac{\text{Number of employees with paid sick leave}}{\text{Total number of employees}} \text{ X100}$$

Description:

- During every sick leave cycle, employees are entitled to paid sick leave equal to the number of days they have worked over six weeks. This means that if an employee works a five-day week from Monday to Friday, he/she is entitled to 30 days' paid sick leave over the course of the three-year period.
- The indicator measures the proportion of employees who have access (not just the right) to paid sick leave if they have to leave work due to illness or accident.

Source: Quarterly Labour Force Survey

Disaggregation: Sex, age groups, economic activity, province (Refer to disaggregation table -Annexure)

5.9.3. Indicator: Percentage of the labour force contributing to a pension scheme

Method of computation:

$$\frac{\text{Number of persons in the labour force contributing to an old-age pensionscheme}}{\text{Labour force}} \text{ X100}$$

Description:

- The indicator captures the proportion of the labour force (15-64 years) protected through a contributory pension scheme (with benefits guaranteed but not currently received).
- It seeks to avoid double counting active contributors who contribute to more than one scheme.
- It thus provides information about the proportion of the economically active population that will receive an old age pension once reaching pensionable age.
- The age interval for this indicator should be the labour force population below the statutory age for retirement, for example, 15 to 64 years.
- The scope of the numerator for this indicator is contributory or partially contributory pension schemes. The indicator focuses on active contributors who are a sub-group of the affiliated or protected population.
- ***Active contributors*** are insured individuals who have made at least one contribution or on whose behalf at least one contribution has been made during the reporting period (i.e. the 12-month period).
- ***Protected persons or affiliated persons*** are persons who are insured by the social protection scheme. This includes persons who are active contributors, as well as persons who have not made any contributions or on whose behalf no contributions have been made during the reporting period but who are still protected by the scheme and would benefit should a contingency arise. For example, long-term unemployed persons who may no longer be contributing to the old-age pension scheme (and on whose behalf no contributions are being made) but who have the minimum number of contributions to qualify for an old-age benefit upon reaching the statutory age for retirement qualify as protected or affiliated persons.
- In ***contributory schemes***, entitlement to a benefit is based on contributions from insured persons and/or their employer.
- **Basic schemes** are social protection schemes that guarantee a basic level of protection. (By means of comparison, supplementary schemes are social protection schemes that top up cash benefits granted by the basic scheme, or extend the coverage of the basic scheme.) According to this concept definition, "basic" scheme does not refer to the level of benefits. In particular, it is not to be understood as referring

to a minimum level of benefits; it may well be that the benefits provided by a basic scheme are fairly generous. The distinction between basic schemes and supplementary schemes rather reflects the relationship between different types of benefits.

Interpretation guideline:

- The scope of this indicator is limited to contributory pension schemes, which still represent a large majority of the existing pension schemes. However, some non-contributory schemes now exist, notably in developing countries, covering a larger part of the population than the contributory schemes, which are limited to formal economy workers. Hence, the results (levels and changes over time) should be analysed in relation to the contextual information, in particular regarding the type of pension schemes and combination of schemes existing in the country: contributory schemes, provident funds, universal or targeted schemes; defined benefit versus defined contribution schemes; and, private versus public schemes.
- It is recommended that this indicator of effective coverage be analysed together with additional information on:
- the proportion of older persons above retirement age receiving an old age pension. When measuring the extent of effective coverage, a distinction has to be made between coverage measured in terms of protected persons (objective of indicator 4. b1) and coverage measured in terms of actual beneficiaries which takes into account both contributory and non-contributory old age pension schemes
    - actual benefit levels for workers and the population (if not available, at least in relation to statutory information on the legal replacement rate);
    - information on the statutory provisions concerning eligibility for contributory benefits: the minimum contributory period required for being eligible for any periodic benefit (like a partial pension); the minimum contributory period required for a full periodic benefit or pension (possibly different for men and women).
    - an estimate of the extent of statutory coverage, i.e. a quantification of the groups covered, according the law, by a contributory pension scheme. In estimating the extent of the statutory coverage, the information on the groups covered by statutory schemes for a given branch in national legislation is used, as well as available statistical information on the number of persons concerned at the national level.

Source: Social Pension/ Quarterly Labour Force Survey

Disaggregation: Sex, age groupS (youth aged 15-34 and adults aged 35-64), economic activity (Refer to disaggregation table -Annexure)

5.10 Economic and Social Context

ECONOMIC AND SOCIAL CONTEXT
Labour productivity rate **(SDG 8.2.1)**
Income inequality
Gini Index
Inflation rate
Employment by economic activity
Adult education **(SDG 4.3.1)**
Educational level of employed persons
Average schooling of employed persons
Households in poverty **(SDG 1.2.1)**

5.10.1.Indicator: Labour productivity rate

Method of computation:

Labour productivity (employed) =

$$\frac{\text{GDP at constant prices}}{\text{Number of hours worked in all jobs}} \textbf{X100}$$

Labour productivity (hours) =

$$\frac{\text{GDP at constant prices}}{\text{Number of employed persons}} \textbf{X100}$$

Description:

- Labour productivity represents the total volume of output (measured in terms of GDP at constant prices for a base year in US$) achieved per unit of labour (measured in terms of persons employed). The purpose of this indicator is to assess the role of labour, as an input to the production process, in terms of GDP growth.
- The level of labour productivity is measured as GDP per person employed (SNA: per hours worked).
- It can be calculated in either of two ways:
  - For labour productivity (employed), the numerator and denominator refer to the same time reference period (e.g., the same year or quarter).
  - For labour productivity (hours), the numerator and denominator refer to the same time reference period (e.g., the same year or quarter).
- It is recommended to use the ratio "GDP per person employed" (that is, formula 1) to measure labour productivity in those countries that do not collect data on hours worked. Moreover, for all countries, this measure is preferred for purposes of international comparisons, since some countries don't collect or publish statistics on hours worked.
- The System of National Accounts (SNA) 2008 recommends computing GDP per hours worked (that is, formula (2) as the most appropriate measure of labour productivity. If data on hours worked are available, this definition is preferable for purposes of national monitoring and policy since it is a more accurate measure that takes into account the wide range of hours worked per observation period by employed persons given different working time arrangements (e.g., part-time hours, full-time hours, overtime hours, etc.) This measure reflects changes in average working time and, if working time is measured through a household survey (such as a labour force survey) it can include the total hours of persons who are multiple job holders as well as the hours of self-employed persons.
- The variables used to construct labour productivity are subject to different factors of seasonality and volatility. Whenever short-term data (such as quarterly estimates) are used, it is recommended that they be seasonally adjusted to allow for an analysis of underlying trends.

Interpretation guideline:

- Labour productivity is one of the most important mechanisms for the transfer of economic growth to wellbeing given its relationship to wages and income and as such, it has major social implications. Cross-sectional data for a large set of countries has shown the negative relationship between the level of output per worker and poverty indices, suggesting that as labour productivity rises across different economies, poverty declines, although clearly labour productivity is not the only factor related to an economy's poverty level.
- Labour productivity estimates can serve to develop and monitor the effects of labour market policies. For example, high labour productivity in particular industries is often associated with high levels or particular types of human capital, indicating priorities for specific education and training policies. Labour productivity estimates, particularly at the industry group level, may allow data users to evaluate to what degree negotiated wage agreements compensate workers for their labour productivity gains.

- It is important to note that labour productivity depends on many factors and partially reflects the productivity of workers in terms of their skills and intensity of their effort. This is because labour productivity changes reflect the joint influence of changes in capital, intermediate inputs, as well as technical, organisational and efficiency change within and between firms, the influence of economies of scale, capacity utilisation, to name the key factors. The degree to which these other factors influence labour productivity growth versus the effect of "worker attributes" depends on the organization of production at the establishment level.

Source: Gross Domestic Product (GDP), Quarterly Labour Force Survey, Labour productivity and South African Reserve Bank

Disaggregation: Economic activity (Refer to disaggregation table -Annexure)

5.10.2. Indicator: Inflation rate

Method of computation:

$$CPI \quad \frac{\text{(month t) - CPI (month t-1)}}{\text{(month t-1)}} \quad \textbf{X100}$$

Description:

- The indicator measures the periodic change in prices of a fixed basket of goods and services representative of the average consumption of a country's households.
- The indicator is a proxy for changes in the cost of living of the population to the extent that the CPI basket is fixed and therefore does not reflect changes in consumer preferences or seasonal changes in consumption patterns.
- The CPI can be constructed as a fixed-basket price index where the change in the price of a basket of goods and services, representative of a household's consumption pattern for a reference period, is monitored. The CPI can also take the form of a cost-of-living-index (COLI) where the "effects of price changes on the cost of achieving a constant standard of living (i.e. level of utility or welfare)" are measured.
- As the prices of different goods and services do not all change at the same rate, a price index is designed to reflect their average movements. A price index is typically assigned a value of 100 in a selected index base period, and the values of the index for other periods of time are intended to provide an estimate of the average percentage change in prices compared with the base period.

Interpretation guideline:

- The CPI reflects the development of the prices of the items that particular individuals or households buy during the same period, as it is designed to represent the average experience of all private households. Variations from one individual/household to another can be important relative to this average.
- The CPI measures price movements (i.e. relative changes) and not absolute price levels.
- The CPI is not a complete measure reflecting all price changes in an economy.
- It does not measure the "cost of living" as understood with reference to economic theory on consumers' behaviour.
- Regional CPI's cannot be used to compare differences in price levels or living costs between one place and another, they measure only the changes that take place in each place over time.
- In addition to the standard sub-indices published alongside the all-items CPI, special indices can be computed to suit user requirements; for example, separate indices for goods and for services, all-items index excluding seasonal products or excluding energy and petrol, etc.
- An analysis of the contributions of various products or group of products to the overall change and an explanation of any unusual factors affecting the price changes of the major contributors to the overall change provide a powerful analytical tool for understanding movements in the CPI.

Source: Consumer Price Index (Statistics South Africa)

Disaggregation: Province, consumption items (food, clothing, transport, etc.)

5.10.3. Indicator: Employment by economic activity

Method of computation:

$$\frac{\text{Number of employed persons in economic activity } i}{\text{Total number of employed}} \text{ X100}$$

Description:

- It is a classification of economic units according to the goods and services produced by the economic unit.
- When a finer classification is desired, beyond the product, additional criteria are used: the type of inputs, the final destination of the production, the different production processes or, as in the case of transport, the object transported and the means of transport.
- The UN recommended classifier is a 4-level hierarchical classifier (ISIC Rev 4), which countries adopt for national purposes with one or two additional levels of disaggregation.

Source: Quarterly Labour Force Survey

Disaggregation: Sex, age groups, educational level, occupation, province, race (Refer to disaggregation table -Annexure)

5.10.4. Indicator: Highest level of education attained

Description:

- The classification used for categorising education level is the International Standard Classification of Education (ISCED). The ISCED was designed by the United Nations Educational, Scientific and Cultural Organization (UNESCO) in the early 1970s to serve as an instrument suitable for assembling, compiling and presenting comparable indicators and statistics of education, both within countries and internationally:

Source: Quarterly Labour Force Survey

Disaggregation: Sex, age groups, educational level, employment status, province (Refer to disaggregation table -Annexure)

ISCED-11
X. No schooling
0. Early childhood education
1. Primary education
2. Lower secondary education
3. Upper secondary education
4. Post-secondary non-tertiary education
5. Short-cycle tertiary education
6. Bachelor's or equivalent level
7. Master's or equivalent level
8. Doctoral or equivalent level
9. Not elsewhere classified

5.10.5. Indicator: Employed by highest level of education attained

Method of computation:

$$\frac{\text{Persons employed with education level X}}{\text{Persons unemployed}} \textbf{ X100}$$

Description:

- The indicator provides the distribution of employed persons according to the highest level of formal education attained.
- For each educational level (X), the indicator is the number of employed at that educational level over the total number of employed.

Source: Quarterly Labour Force Survey

Disaggregation: Sex, age groups, economic activity (Refer to disaggregation table -Annexure)

5.10.6. Indicator: Children not in school

Method of computation:

$$\frac{\text{Number of childern enrolled in a given level of education}}{\text{Total number of childern of official age group for the level of education}} \textbf{ X100}$$

Description:

- This indicator is designed to give information on school-age children who are not attending school. Provision of education at primary and secondary levels is an important foundation for building skills and providing a pathway to decent work.
- The Gross enrolment ratio (GER) shows total enrolment in a specific level of education, regardless of age, expressed as a percentage of the population in the official age group corresponding to this level of education.
- In order to reach the percentage of children not in school GER is subtracted from 100 for each level of education.
- The age bands for school education vary from country to country. However, the indicator covers three categories with usual age groups as defined by UNESCO:
  - Children in primary education – usually from age 5 or 6 to 11 or 12
  - Children in lower secondary education – usually from age 11 or 12 to age 14 or 15
  - Children in upper secondary education – usually to 17 or 18

Interpretation guideline:

- Enrolment is not equivalent to attendance or completion rates. Hence, it would be informative to analyse this indicator together with data on completion of primary and secondary education, if available.
- Significant positive changes can be an indication that countries are taking seriously their commitment to ensure of children's access to education. This can have a highly significant influence on tackling the elimination of child labour and promoting development by increasing human capital. In order to assess the impact of changes in this indicator on child labour, it is important to analyse the trends together with those of child labour indicators.

Source: Department of Higher Education and Training and Basic Education

Disaggregation: Sex, age groups, economic activity, province (Refer to disaggregation table -Annexure)

5.10.7. Indicator: Average schooling of employed persons

Method of computation:

$$\frac{\text{Total years of education of employed person}}{\text{Number of employed persons}} \text{ X100}$$

Description:

- The indicator measures the average number of years passed in formal education in the employed population.

Source: Quarterly Labour Force Survey, Annual reports Department of Higher Education and Training

Disaggregation: Sex, age groups, geographical area, status in employment.

Sex, age groups, province, educational level (Refer to disaggregation table - Annexure)

5.10.8. Indicator: Poverty measures: Poverty incidence and poverty gap

Method of computation:

Poverty incidence/ headcount =

$$\frac{\text{Number of persons living in households with incomes below the poverty line}}{\text{Total population}} \text{ X100}$$

$$\textbf{Poverty Gap index} = \frac{1}{N} \Sigma \frac{Gi}{Z}$$

where N is the total population, Gi is the poverty gap (that is, poverty line minus the household income218 or (z-yi,)), where yi is the income and z is the poverty line.

Description:

- Poverty is measured among the decent work context indicators using two indicators: The Poverty incidence (headcount ratio) and the Poverty Gap Index. The indicators give information on the well-being of the population by indicating the poverty status and the severity of poverty, respectively.
- The Poverty Gap Index, on the other hand, indicates the magnitude of poverty measured as the mean income (or expenditure) shortfall from the poverty line as a proportion of that line (with non-poor having zero shortfall).
- Note that while the poverty incidence is calculated as a percentage, the poverty gap index is given as a proportion whose value may be converted into a percentage by multiplying by 100.

Interpretation guideline:

- Poverty incidence (headcount ratio) provides information about the human size dimension of poverty in percentage terms. The advantage of using it as a poverty measure is that it is simple to construct and relatively straightforward to interpret.
- However, it does not take into account the intensity of poverty (how poor the poor are) or intra-household allocation (whether different members of a household enjoy different levels of well-being in terms of different member allocations of income or expenditures).
- The Poverty Gap Index, on the other hand, can be interpreted as the cost of eliminating poverty, expressed in relative terms to the poverty line. In an ideal world where 100 per cent targeted and efficient transfers are feasible, the Poverty Gap Index gives the sum of all transfers needed to bring every poor household to the poverty line where the Poverty Gap Index equals 0.

- The poverty gap measure is an important complement of the incidence of poverty. It is possible in a given economy that some groups have a high poverty incidence but a low poverty gap (when numerous members are just below the poverty line), while other groups have a low poverty incidence but a high poverty gap for those who are poor (when relatively few members are below the poverty line, but with extremely low levels of consumption or income).
- The poverty gap may be especially important for the evaluation of poverty reduction programmes and policies. Such a programme might be very effective at reducing the number of poor (and thus, lowering the incidence of poverty) but might do so only by lifting those who were closest to the poverty line out of poverty, and thus have a low impact on the poverty gap. Other policy interventions might be better at improving the situation of the very poor but be less effective in terms of the overall incidence of poverty (if it brings the very poor closer to the poverty line but not above it).
- It should be noted that these poverty measures are intended to provide information only on monetary well-being. However, poverty is associated not only to insufficient income (or consumption), but also to inadequate outcomes as regards other important aspects of well-being including health, nutrition, literacy, insecurity, and powerlessness. These indicators thus provide valuable yet limited information regarding poverty in a society.

Source: Income and Expenditure Survey or National Poverty Lines Report and Census (Statistics South Africa)

Disaggregation: Sex, age groups province, educational level, Industry (Refer to disaggregation table -Annexure)

5.10.9. Indicator: Gini Coefficient

Description:

- It is an indicator of income inequality (household income, labour income, wage income, per capita household income) in a population (households, individuals, workers).
- It requires the construction of the Lorenz Curve, which relates cumulative % of the unit of analysis (households, persons) to cumulative % of income.

Interpretation guideline:

- Graphical interpretation: The Gini Index is twice the area between the Lorenz Curve and the bisector of the quadrant (straight line at 45°). Therefore, the index can only take values between 0 and 1.
- It lies between 0 and 1, with values closer to 0 representing a higher degree of equality, and values closer to 1 representing greater inequality.

Source: Income and Expenditure Survey (Statistics South Africa)/ South African Reserve Bank quarterly reports

Disaggregation: Province (Refer to disaggregation table -Annexure)

6. CHALLENGES AND RECOMMENDATIONS

- ✓ Inability to source and consolidate different forms of data from data producers in the country;
- ✓ Weak structural mechanisms to link policies with the evolution of the South African labour market data system;
- ✓ Slow implementation of single integrated labour market system at the national level.

Amongst other recommendations, the following is noted:

- ◆ To strengthen the labour market statistics processes through the established National Statistical System (NSS) at Statistics South Africa because quality labour statistics are the necessary precondition for better understanding and policy development. Data quality should continuously be certified by Statistics South Africa.

7. REFERENCES

1. Emmel, Alissa, and Theresa Cosca (2010). Occupational Classification Systems: Analysing the 2010 Standard Occupational Classification (SOC) Revision. Bureau of Labour Statistics 74 (12).
2. European Union Commission (Skills panorama, 2015)
3. LMI and Producers Handout. ILO. Not dated
4. Martín, I. (2011). Best Practice on Collecting and sharing migration data for the improvement of the labour market information system. ILO.
5. Martins, P.S (2019). 2020 Labour Market Vision: Labour Market Information Systems for the new decade. Technical reports collection. Socieux+ Expertise on Social Protection, Labour and Employment.
6. The Consultation and Research Institute (2011). Review and Assessment of Labour Market Information. ILO.

8. ANNEXURES

8.1 Statistics South Africa: Data disaggregation

SEX
Women
Men

POPULATION GROUPS
Black/African
Coloured
Indian/Asian
White

PROVINCE
Western Cape
Eastern Cape
Northern Cape
Free State
KwaZulu Natal
North West
Gauteng
Mpumalanga
Limpopo

AGE GROUP
15-24 yrs
25-34 yrs
35-44 yrs
45-54 yrs
55-64 yrs

CURRENT MARITAL STATUS
Married
Living together like husband and wife
Widow/widower
Divorced or separated
Never married

POPULATION GROUPS
Black/African
Coloured
Indian/Asian
White

INDUSTRY
Agriculture
Mining
Manufacturing
Utilities
Construction
Trade
Transport
Finance
Community and social services
Private households
Other

OCCUPATION
Manager
Professional
Technician
Clerk
Sales and services
Skilled agriculture
Craft and related trade
Plant and machine operator
Elementary
Domestic worker
Other

STATUS IN EMPLOYMENT
Employee
Employer
Own-account worker
Unpaid household member

SECTOR
Formal sector (Non-agricultural)
Informal sector (Non-agricultural)
Agriculture
Private households

HIGHEST LEVEL OF EDUCATION
No schooling
Less than primary completed
Primary completed
Secondary not completed
Secondary completed
Tertiary
Other

INSTITUTIONAL SECTOR
National/Provincial/Local government
Government controlled business (e.g. Eskom/Telkom)
A private enterprise
Non-profit organisation (NGO/CBO)
Private household
Don't know

8.2 Administrative and other indicators

INSTITUTION	INDICATOR	SUB- INDICATORS
Productivity SA	Labour Productivity	• Output per worker in Rands • Labour productivity and unit labour costs
Productivity SA	Quarterly Labour Force Survey (Total employment (Formal and Informal (non-agricultural))	• Number of people employed in the formal and informal sectors • Total number of employed by main occupation • Total number of employed by province • Total number of employed by main industry • Total number of employed by sex and usual hours of work • Employment by gender • Labour absorption rate • Employment by gender and highest level of education • Employment by industry and province and sector • Employment by occupation and sector • Labour underutilization by gender • Total number Voluntary employees by gender, industry and level of education • Time related underemployment • Hourly compensation rates
	Unemployment – Narrow definition	• Unemployment by age group, province and gender • Unemployed people by highest level of education, province and gender • Total number of the unemployed by area of study
	Quarterly Employment Survey	• Employment in the formal non-agricultural sector by industry
	Gross Domestic Product	• Total gross value added by all industries at basic production price plus taxes on products minus [government] subsidies on products in Rand value • Quarterly Value Added by Industry and GDP at Constant 2 000 prices (R Million) • Real annual percentage change in GDP at constant 2 000 prices
South African Reserve Bank	Exchange rates	• Average value of the South African Rand against the US Dollar
	Exports-Imports and the National Current Account	• Imports and Exports of goods and services

INSTITUTION	INDICATOR	SUB- INDICATORS
Department of Employment and Labour	Occupational Health and Safety	• Number and average size of Compensation Fund awards; • Number of fatal and non-fatal accidents reported; • Number of injuries and diseases reported.
	Bargaining Council and strikes	• Working days lost as a result of industrial action; • Number and type of cases reported to, dealt with, and settled by the Commission on Conciliation, Mediation & Arbitration; • Number of workers covered by collective bargaining agreements
	Unemployment Insurance Fund (UIF)	• Change in number of ordinary claims created • Number of terminated workers by industry • Reasons for employment termination • Growth in the number of commercial employees • Growth in the number of domestic employees • Number of ordinary unemployment insurance claims approved by province • Number of ordinary unemployment insurance claims approved by gender and age group • Educational level of ordinary unemployment claimants • Ordinary unemployment claimants by age group • Number of employer's registration • Ordinary Unemployment Claims Created & Approved
	Job Opportunity7 Index (JOI)	• Number of job opportunities registered (weekly) through ESSA • Number of placements (weekly) • Total job vacancies (Weekly) through internet/ DPSA/Newspapers • Total number of job vacancies by occupational categories (weekly) • Total number of job vacancies by Industry and province

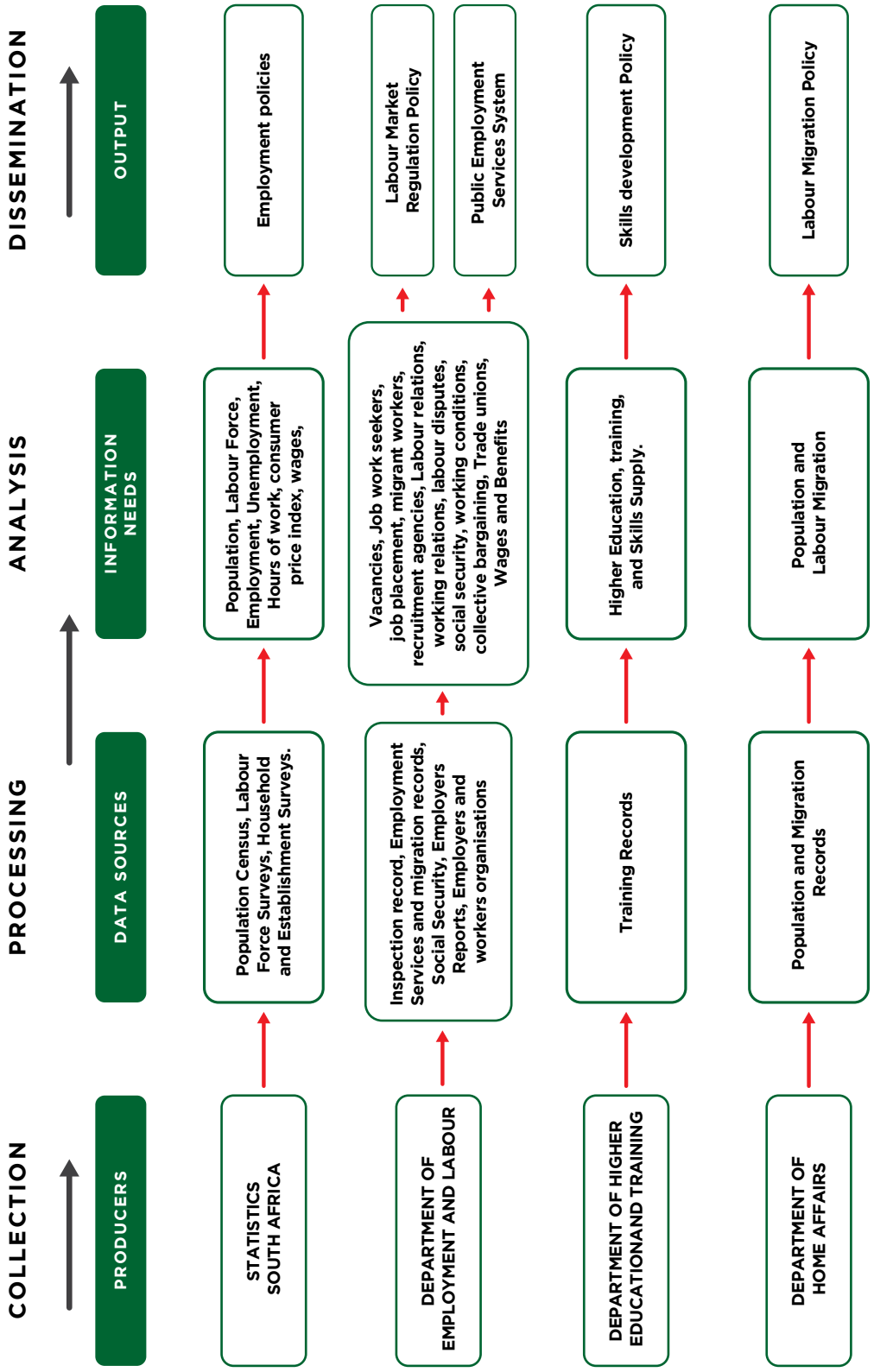
7. A job is defined as a set of tasks and responsibilities performed by a person, for an employer or for oneself (ILO, 2012). While an occupation is understood as a set of jobs that are carried out, with slight differences, in multiple establishments, and not necessarily within the same industry (Emmel and Cosca 2010).

International Standard Classification of Occupations (ISCO - 08): This classification uses the concepts of skill level 4 and skill specialization as criteria for grouping similar occupations. Its structure integrates the concept of occupational "skill content," where differences in skill content arise when comparing major groups of occupations.

The concept of a skill is used in the context of competency rather than a description of a task or function. However, this difference in the classification of occupations poses a challenge of data comparability. It will mostly require different data modelling in the system.

INSTITUTION	INDICATOR	SUB- INDICATORS
Department of higher Education and Training	Grants claimed from SETA's	• Percentage of enterprises by size that claimed skills development grants [Quarterly]
	Learnership registration	• Number of learnerships registered [Quarterly]
	Learnership completions	• Number of learnerships completed [Quarterly]
	Registration of apprenticeships	• Number of people registered for apprenticeships
	Completion of Apprenticeships	• Number of successful completions of apprenticeships.
	Educational Enrolment HET	• Number of learners registered with higher education institutions
		• Number of learners registered with further education institutions
		• Number of learners registered with general education institutions
	Educational Completion HET	• Number of completions in HET institutions
		• Number of completions in FET institutions
		• Number of completions in GET institution.
	Education and Training Providers HET	• Number of HET training providers
	Formal sector salaries & wages	• Earnings paid for ordinary time, standard or agreed hours, and overtime hours worked during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions
Department of Home Affairs	Labour migration statistics	• Work permits received and approved • Work permits received and approved by occupational category • Work permits received and approved by Industry

8.3 Overview of Flow of Information



8.4 Summary Excel sheet indicators

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
ECONOMIC AND SOCIAL CONTEXT				
Economic and social context	Labour productivity rate	Quarterly Labour Force Survey and System of National Accounts	Employed	Economic activity.
Economic and social context	Inflation rate	Price Survey	Household	Geographical area, consumption items (food, clothing, transport, etc.)
Economic and social context	Employment by economic activity	Quarterly Labour Force Survey	Employed	Sex, age group, educational level, geographical area, occupation
Economic and social context	Highest level of education attained	Quarterly Labour Force Survey	Adult	Sex, age group, geographical area
Economic and social context	Employed by highest level of education attained	Quarterly Labour Force Survey	Employed	Sex, age groups, status in employment, economic activity.
SOCIAL SECURITY				
Social security	Paid sick leave rate	Quarterly Labour Force Survey	Population above the statutory pensionable age or aged 65 +	Age-group, sex, type of social security scheme and benefits
Social security	Share of population above the statutory pensionable age (or aged 65 or above) benefiting from an old - age pension	Social Pension	Employed	Sex, age group, economic activity
Social security	Public expenditure on social security	System of National Accounts	N/A	Health and non-health public social security expenditure
Social security	Percentage of the labour force contributing to a pension scheme	Quarterly Labour Force Survey	Households	Public and private health-care expenditure
Social security	Paid sick leave rate	Quarterly Labour Force Survey	Labour Force	Sex, age group (youth aged 15-24 and adults aged 25-64), labour force status, economic activity (for employed persons), nationality.
Social security	Public expenditure on social security	System of National Accounts	Population above the statutory pensionable age or aged 65 +	Age group, sex, type of social security scheme and benefits

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
SOCIAL DIALOGUE				
Social dialogue and representation	Trade union density rate	Quarterly Labour Force Survey	Employees	Sex, institutional sector, type of organisation.
Social dialogue and representation	Collective bargaining coverage rate	Quarterly Labour Force Survey	Employed	Sex, institutional sector (public, private), status in occupation, economic activity.
EQUAL OPPORTUNITIES AND TREATMENT AT WORK				
Equal opportunities and treatment at work	Occupational segregation by sex- 'Female share of Employment' in each of the ISCO sub-major groups	Quarterly Labour Force Survey	Employed	Geographical area
Equal opportunities and treatment at work	Occupational segregation by sex- 'Female occupation distribution'	Quarterly Labour Force Survey	Employed	Geographical area
Equal opportunities and treatment at work	Occupational segregation by sex- 'The Duncan Index of Dissimilarity'	Quarterly Labour Force Survey	Employed	Geographical area
Equal opportunities and treatment at work	Female share of Employment in senior and middle management	Quarterly Labour Force Survey	Employed	Economic activity
Equal opportunities and treatment at work	Indicator Share of women in wage Employment in the non-agricultural sector	Quarterly Labour Force Survey	Employees	Age groups, occupation, economic activity, geographical area
Equal opportunities and treatment at work	Occupational segregation by sex- 'Female share of Employment' in each of the ISCO sub-major groups	Quarterly Labour Force Survey	Employed	Geographical area
Equal opportunities and treatment at work	Occupational segregation by sex- 'Female occupation distribution'	Quarterly Labour Force Survey	Employees	Age groups, occupation, economic activity, geographical area
Equal opportunities and treatment at work	Occupational segregation by sex- 'The Duncan Index of Dissimilarity'	Quarterly Labour Force Survey	Employed	Geographical area

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
EMPLOYMENT OPPORTUNITIES				
Employment opportunities	Labour Force Participation Rate (LFPR)	Quarterly Labour Force Survey	Working Age Population	Sex, age group, urban and rural areas, education level, retired or pensioner status, potential labour force.
Employment opportunities	Rate of people outside the labour force	Quarterly Labour Force Survey	Working Age Population	Sex, age group, urban and rural areas, education level, retired or pensioner status, potential labour force.
Employment opportunities	Employment-to-Population Ratio (EPR)	Quarterly Labour Force Survey	Working Age Population	Sex, age, urban and rural areas, level of education
Employment opportunities	Employment by Major Occupational Groups	Quarterly Labour Force Survey	Employed	Sex, occupation, status in occupation, economic activity.
Employment opportunities	Employment by economic activity	Quarterly Labour Force Survey	Employed	Sex, age groups, educational level, geographical area, type of industry.
Employment opportunities	Manufacturing employment as a proportion of total employment-SDG 9.2.2	Quarterly Labour Force Survey	Employed	Sex, age groups, educational level, geographical area, type of industry.
Employment opportunities	Employment by status in employment (ESE)	Quarterly Labour Force Survey	Employed	Sex, age groups, educational level, geographical area, type of industry.
Employment opportunities	Salaried Employment Rate	Quarterly Labour Force Survey	Employed	Sex, age groups, economic activity.
Employment opportunities	Unemployment Rate (UR) - SDG 8.5.2	Quarterly Labour Force Survey	Employed	Sex, age groups, geographical area, type of contract, institutional sector, economic activity.
Employment opportunities	Long-Term Unemployment Rate (SDG 8.5.2)	Quarterly Labour Force Survey	Unemployed	Sex, geographical location
Employment opportunities	Youth Unemployment Rate	Quarterly Labour Force Survey	Unemployed	Sex, geographical location
Employment opportunities	Youth Not in Employment Education or Training (NEET) (SDG 8.6.1)	Quarterly Labour Force Survey	Youth	Sex, geographical location
Employment opportunities	Unemployment by education level	Quarterly Labour Force Survey	Youth	Sex, geographical location

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
Employment opportunities	Employment in the informal sector	Quarterly Labour Force Survey	Unemployed	Sex, geographical area.
Employment opportunities	Informal Employment Rate (IER)	Quarterly Labour Force Survey	Employed	Sex, age groups, geographical area, educational level and status in employment
Employment opportunities	Informal employment as percentage of total (non-agricultural) employment (SDG-8.3.1)	Quarterly Labour Force Survey	Employed	Sex, age groups, geographical area, educational level and status in occupation.
SAFE WORKING ENVIRONMENT				
Safe working environment	Occupational injury frequency rate, fatal (SDG 8.8.1)	Ministry of Employment and Labour	Employed	Sex, occupation, economic activity, or any combination of these.
Safe working environment	Occupational injury incidence rate, fatal	Ministry of Employment and Labour	Employed	Sex, occupation, economic activity, or any combination of these.
Safe working environment	Occupational injury frequency rate, non-fatal (SDG 8.8.1)	Ministry of Employment and Labour	Employed	Sex, occupation, economic activity, or any combination of these.
Safe working environment	Occupational injury incidence rate, fatal (SDG 8.8.1)	Ministry of Employment and Labour	Employed	Sex, occupation, economic activity, or any combination of these.
Safe working environment	Labour inspection rate per 10,000 employed	Ministry of Employment and Labour	Employees	None
Safe working environment	Time lost due to occupational injuries	Ministry of Employment and Labour	Employed	Sex, occupation, economic activity
Safe working environment	Occupational injury frequency rate, fatal (SDG 8.8.1)	Ministry of Employment and Labour		
ADEQUATE EARNINGS AND PRODUCTIVE WORK				
Adequate earnings and productive work	Capital productivity	Quarterly Employment Survey	Employed	Sex, age groups, geographical area, educational level, economic activity and status in employment.
Adequate earnings and productive work	Multifactor productivity	Quarterly Employment Survey	Employed	Sex, age groups, geographical area, educational level, economic activity

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
Adequate earnings and productive work	Unit labour cost	Quarterly Employment Survey	Employees	Sex, educational level, geographical area, occupation, economic activity, nationality, formal/ informal sector.
Adequate earnings and productive work	Labour productivity	Quarterly Employment Survey	Employees	Sex, age group (youth/adult), full-time/par time employees, educational level, geographical area, economic activity, occupation, formal/ informal sector
Adequate earnings and productive work	Capital productivity	Quarterly labour Force Survey.	Domestic workers	Sex, age groups, geographical area.
Adequate earnings and productive work	Multifactor productivity	Quarterly Employment Survey	Employees	Sex, age groups, geographical area, status in employment, educational attainment, economic activity, formal/informal sector.
Social dialogue, workers' and employers' representation				
Social dialogue, workers' and employers' representation	Number of working days lost	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Time lost per 1 000 employees by industry	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Number of working hours lost	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Work stoppages by duration	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Wages lost due to work stoppage	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Percentage distribution of protected and unprotected strikes	Industrial Action report	Employed	Sex, status in occupation, economic activity, province

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
Social dialogue, workers' and employers' representation	Work stoppage by employment size	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Trade union involvement in work stoppages	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Number of working days lost	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Time lost per 1 000 employees by industry	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Number of working hours lost	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Work stoppages by duration	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Wages lost due to work stoppage	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
Social dialogue, workers' and employers' representation	Percentage distribution of protected and unprotected strikes	Industrial Action report	Employed	Sex, status in occupation, economic activity, province
DECENT WORKING HOURS				
Decent working hours	Employment in excessive working time (more than 48 hours a week)	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Employment by weekly hours worked (hours in standardized hour bands)	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation, economic activity.
Decent working hours	Average annual working time per employed persons	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Average weekly working time per employed persons	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Time-Related Underemployment (TRU)	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.

CORE ELEMENT OF DECENT WORK	INDICATOR	SOURCE-PRODUCER	COVERAGE	DISAGGREGATION
Decent working hours	Rate of paid annual leave	Quarterly Labour Force Survey	Employees	Sex, geographical area, status in occupation economic activity.
Decent working hours	Rate of part time workers	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Employment in excessive working time (more than 48 hours a week)	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Employment by weekly hours worked (hours in standardized hour bands)	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Average annual working time per Employed persons	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
Decent working hours	Average weekly working time per Employed	Quarterly Labour Force Survey	Employed	Sex, geographical area, status in occupation economic activity.
STABILITY AND SECURITY				
Stability and security at work	Precarious Employment Rate	Quarterly Labour Force Survey	Employees	Sex, age group, geographical area, status in occupation economic activity.
Stability and security at work	Rate of workers with short-term contracts	Quarterly Labour Force Survey	Employed	Sex, age group, geographical area, status in occupation economic activity.
Stability and security at work	Subsistence worker rate	Quarterly Labour Force Survey	Employed	Sex, age group, geographical area, status in occupation economic activity.
Stability and security at work	Job Tenure	Quarterly Labour Force Survey	Employees	Sex, age group, geographical area, status in occupation economic activity.