CARIBBEAN STATISTICS DAY
BETTER STATISTICS, BETTER MANAGEMENT, BETTER DEVELOPMENT OUTCOMES
CARICOM Secretariat
12th October, 2009
TRENDS IN LABOUR FORCE STATISTICS
Content

What are Trends?
Some Traditional Trends in the Labour Force
Why these Trends Occur
Trends in the Caribbean
Concepts and Definitions of some Key International Labour Market Indicators (KILM)
Analysis of Trends
Significance of Those Trends
What are Trends?

- General Direction in which something is developing
  - Tendency
  - Patterns
  - Common
  - Repeated
  - Regularly recurring order
Traditional Trends

Unemployment rates are higher for Women than Men

- Women are more likely to exit and re-enter the labour because of family related reasons such as:
  - To care for a new born
  - Marriage

- Fewer opportunities for employment
  - Fewer occupations for women (construction type jobs)
  - Gender bias, stero-type jobs
  - Family reasons can prevent women from pursuing job, training and educational opportunities

- Gender bias and inequalities
  - Men are still prefered over women for certain type
  - Access to Education and Training

- Much of the activities women do are not regarded as work
Traditional Trends

- Among the Working age population (15 years and over); a higher proportion of Men than Women are available for work. They actively engaged or participating in the Labour Force

- Labour force participation rates by age group have inverted U shape (line graph)

- Rates obtained from a Census tend to be lower
Traditional Trends in Labour Force Participation Rates

Chart 4.25 Age Specific Participation Rates of Women and Men in The Bahamas, 2000 Round of Census

Chart 4.26 Age Specific Participation Rates of Women and Men in Bermuda, 2000 Round of Census

Chart 4.27 Age Specific Participation Rates of Women and Men in Belize, 2000 Round of Census
Traditional Trends

- Youth unemployment higher than adult unemployment
  - 2-3 times higher in most countries

Students are far more likely to enter and exit the labour force moving between employment (once school is closed), school enrolment, unemployment or even being out of the labour force once school has started.

Timing of the survey or census

Labour market biased against younger persons. First to be laid off
Trends cont’d

Trends in data can be observed within a country’s dataset and or across countries by:

- Sex
- Location (eg. Urban and Rural)
- Age group
- Classification group
  - Occupational
  - Industrial
- Status of Employment
- Educational Attainment
Trends cont’d

• Trends should be derived from data that is comparable across countries

➢ For data to be comparable it must be harmonised
Today we will observe the trends in the data supplied in Chapter 4 of the publication: “Women in Men in the Caribbean Community, Facts and Figures, 1998-2005” for the following indicators:

- Employment to population ratios
- Proportion of the Employed Labour Force in Agriculture, Industry and Services
- Occupational and Industrial Groups with the Highest Concentrations of Women and Men
- Ratio of Youth Unemployment to Adult Employment
- Gap between Male and Female participation rates

These trends will be observed in all the countries in CARICOM and the Associate Members for which data is available.
HARMONISATION

What must be harmonized in order for the trends in the data across countries to be credible and accurate.

• Concepts and Definition of the components of the Indicator
  (Example Labour Force = Employed + Unemployed)

Starting age for Labour force activity

• 15+ years
• 14+ years - Belize Jamaica
• 15-64 years Saint Lucia
• 16-60 years Antigua and Barbuda
HARMONISATION

• Reference period used
  • Past week
  • Past 12 months
  • Past 4 weeks – Antigua & The Bahamas

• Source
  • Census - Questions asked in a census are restricted
  • Labour Force Surveys

• Method of Computation
CONCEPTS AND DEFINITIONS

- Employed Labour Force
- Unemployed Labour Force
  Unemployment Rate
- Economically Active or Labour Force
  Labour Force Participation Rate
CONCEPTS AND DEFINITIONS

Employed Labour Force

The Employed Labour Force comprises all persons above a specified age who during a specified brief period, either one week or one day, were in the following categories:

paid employment

at work- persons who during the reference period performed some work for wage or salary, in cash or in kind;

with a job but not at work- persons who, having already worked in their present job, were temporarily not at work during the reference period and had a formal attachment to their job.

CONCEPTS AND DEFINITIONS

Employed Labour Force

Proportion of the Total Employed Labour Force employed in the following Sectors:

• Agriculture
• Industry
• Services

For comparability the following must be harmonized:

• Definition of the Employed
• International Standard Industrial Classification (ISIC) of all Economic Activities

## GENDER GAP IN MALE/ FEMALE LABOUR EMPLOYMENT-TO-POPULATION RATIOS, 1998 and Latest Year Available

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GENDER GAP IN MALE/ FEMALE LABOUR EMPLOYMENT-TO-POPULATION RATIOS, 1998 and Latest Year Available

Gender Gap in Employment-to-population ratios, and Latest Year Available

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Chart 4.81(a) Percentage Distribution of Women Employed by Industry:
2000 Round of Censuses

Country

AG BB BS BZ DM GY JM MS LC VC SR TT AI BM TC

Percentage

Agriculture Industry Services
Chart 4.81(b) Percentage Distribution of Men Employed by Industry: 2000 Round of Censuses

Country

Percentage

Agriculture Industry Services
Chart 19  Occupational Groups with the Highest Concentration of Women in each Country: 2000 Round of Census

- Clerks
- Service, Shop and Market Sales Vendors
- Elementary Occupations

Percentage

Countries: AI BB JM BS TC GD LC SR DM AG BM MS TT KN BZ GY VC
Chart 20 Occupational Groups with the Highest Concentration of Men in each Country: 2000 Round of Census

- Craft and Related Workers
- Agriculture, Forestry and Fishery Workers
- Elementary Occupations
- Plant and Machine Operators and Assemblers
Chart 21  Highest Concentration of Women in Service Industries in each Member State: 2000 Round of Census

- Community, Social and Personal Services
- Hotels and Restaurants
- Construction
- Wholesale and Retail Trade
- Public Administrative, Defense Social Security
- Financing, Insurance and Real Estate
Chart 22 Highest Concentration of Men in Services Industries in each Member State: 2000 Round of Census

- Construction
- Public Administrative, Defense Social Security
- Wholesale and Retail Trade
- Transportation, Storage and Communication
- Community, Social and Personal Services
Chart 23  Proportion of the Total Employed Population Occupied as Legislators, Senior Officials and Managers: 2000 Rounds of Censuses
Chart 24  Proportion of the Total Employed Population Occupied as Professionals: 2000 Rounds of Censuses
Chart 25  Proportion of the Total Employed Population Occupied as Technicians and Associate Professionals: 2000 Rounds of Censuses
Chart 26  Proportion of the Total Employed Population Occupied as Legislators, Managers and Professionals: 2000 Rounds of Censuses

Country

Percentage

Women

Men
CONCEPTS AND DEFINITIONS

Unemployed Labour Force

The Unemployed Labour Force is defined as all persons above a specified age who, during the reference period, were:

- without work
- currently available for work and seeking work.

N.B Unemployed persons must have taken concrete steps to seek paid employment or self employment.

A key indicator derived from the data is the Unemployment rate.
CONCEPTS AND DEFINITIONS  cont’d

Unemployment Rate

The unemployment rate is the ratio of unemployed persons (numerator) in a specified age group to the total economically active population or labour force (denominator), expressed as a percentage.

The age-specific unemployment rates is the unemployed persons of a specific age group to the economically active population or labour force of that same age group.

Unemployment rate = \frac{\text{Number of Unemployed (x) in Age Group } (i)}{\text{Number of Economically Active Population (x) in Age Group } (i)} \times 100
Chart 4.8  Percentage of the Total Unemployed Population by Broad Age Groups for Selected Member States, 1998

Chart 4.10  Percentage of the Total Unemployed Population by Broad Age Groups for Selected Member States, 2001
Chart 4.10  Percentage of the Total Unemployed Population by Broad Age Groups for Selected Member States, 2001

Country

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Legend:  
- **15-24**
- **25-44**
- **45-64**

Unemployment rate

Chart 4.23  Youth and Adult Unemployment rates, 2000 Round of Census
Economically Active Population

The Economically Active Population comprises all persons of either sex above a specified age who furnish the supply of labour for the production of economic goods and services, as defined by the 1993 System of National Accounts (1993 SNA), during a specified reference period.

(ILO 1982, 13th International Conference of Labour Statisticians)

The Economically Active Population is also referred to as the following:

"usually active"
"currently active"
"the labour force".

Labour Force = Employed + Unemployed
CONCEPTS AND DEFINITIONS

Labour Force Participation Rate

A measure of the proportion of an economy’s working age population that is economically active.

Ratio of the total Labour force over the Non-Institutional population

Method of Computation

Male (Female) Economically Active Population (x) in Age Group (i)  
-------------------------------------------- * 100  
Non- Institutional Population (x) 15 years and over (i)

Note: (x) refers to Female; Male or Total
Gap between male and female participation rates

For comparability the following must be harmonized:

- Starting age for Labour force activity
- Definition of the Employed Labour force
- Definition of the Unemployed Labour force
- Reference period used
- Method of Computation
- Non-Institutional population 15+
Gender Gap in Labour Force Participation Rates (15+ years), 1998 and Latest Year Available

Countries/ Latest Year

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Difference Male/Female Part. Rates (Percentage points)
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EVALUATION

Between 1998-Latest Year

Gap between male/female participation rates have increased in The Bahamas (6.67); Belize (3.69); Dominica (4.1); Grenada (2.95); Jamaica (3.06) and Bermuda (2.77) percentage points.

Decline in the difference in male/female participation rates were observed for: Barbados (0.04); Saint Lucia (4.89) and Trinidad and Tobago (7.13); percentage points.
THANK YOU