

# TOWARDS A NEW EMPLOYMENT MODULE FOR LSMS SURVEYS

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women and youth employment"

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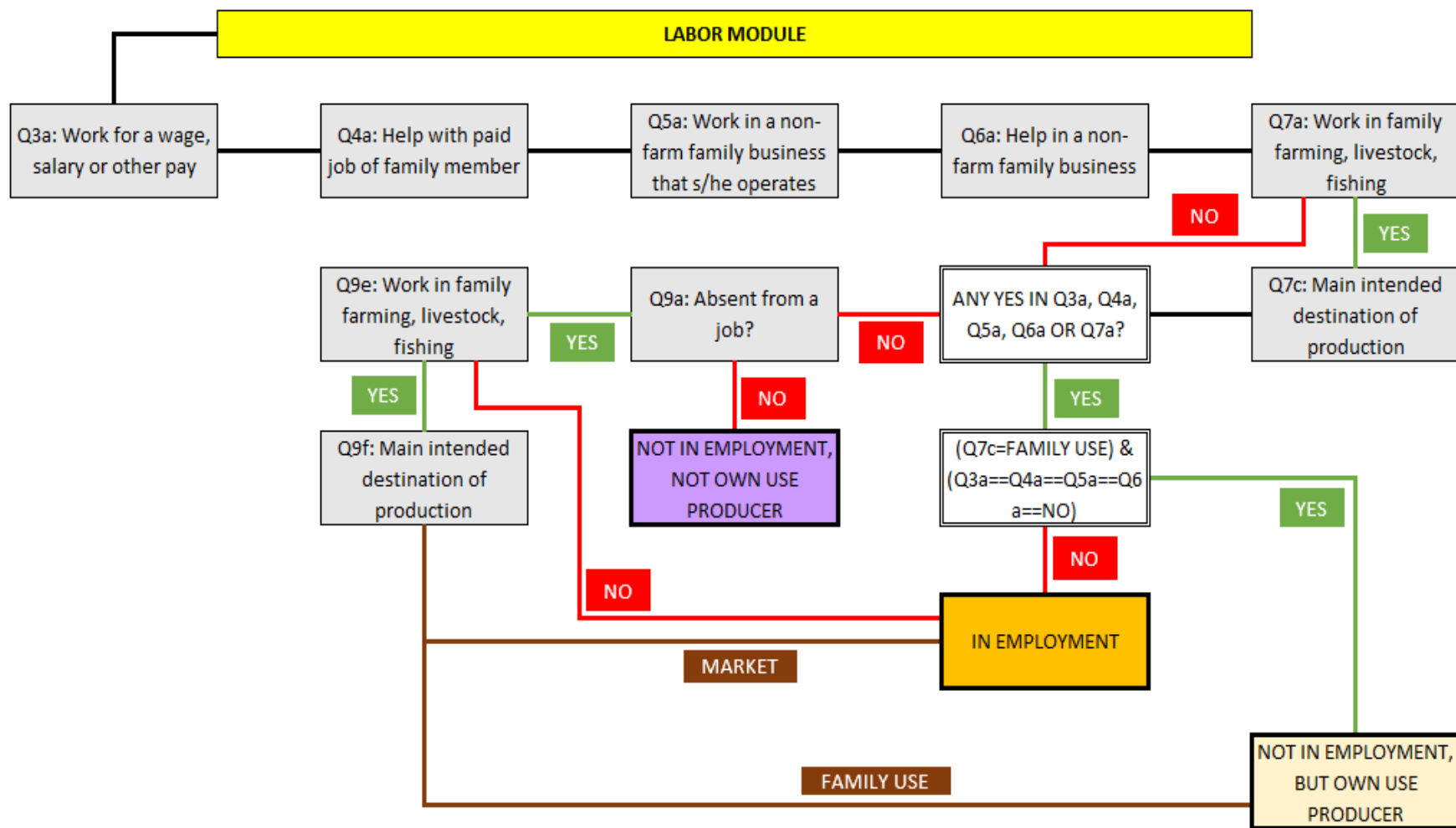
# Background – why the need for a new module?

- **19<sup>th</sup> ICLS provides the opportunity to re-evaluate the measurement of work, particularly for women and youth**
  - New emphasis on better measurement of all forms of work, including unpaid activities
- **Concern amongst World Bank staff that women's participation in the labor market is not adequately captured by standard surveys**
  - E.g. Honduras, South Asia, low/declining female labor force participation
- Women's Work and Employment Partnership (WWEP) formed in 2014 (FAO, ILO, World Bank, Data2X) to support 19<sup>th</sup> ICLS operationalization
  - Phase 1: Model LFS questionnaires (ILO), pilot studies to assess the impact of the 19<sup>th</sup> ICLS on labor market indicators of men and women (ILO, World Bank)
  - Phase 2: **Additional emphasis on harmonization of LSMS and LFS instruments** (joint study in Sri Lanka)

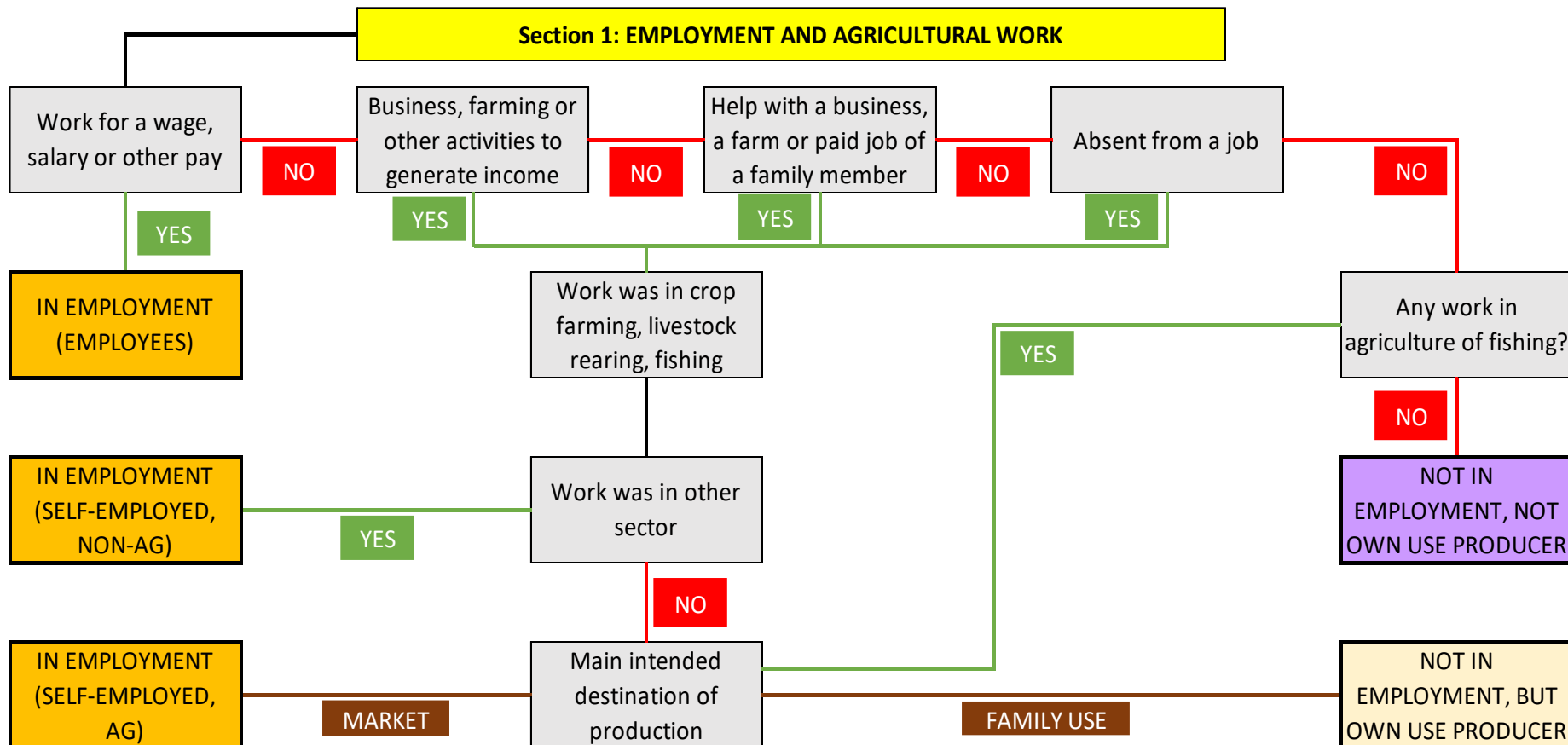
# Aligning LSMS modules with new LFS approach

	Current LSMS labor module	New model LFS
Length and structure	Short labor module (focus on wage work); linkages to non-farm enterprise and agricultural modules	Larger number of labor-related questions, organized into different sub-modules
Identification of employment	Series of questions about participation in mutually exclusive employment categories	Screening questions to identify employment
Reference period	Last 7 days, sometimes combined with last 12 months	Last week (with reference to specific days)

# LSMS labor module – identification of employment



# New model LFS – identification of employment



# Towards a new labor module for LSMS surveys

## Zero draft of a revised LSMS labor module

- Draws on the experiences of methodological studies conducted under the WWP and ongoing work of the LSMS group
- Aligned with the 19<sup>th</sup> ICLS (but not yet with the 20<sup>th</sup> ICLS)
- Blend between traditional LSMS-type and model LFS-type survey
- Contains minimum set of questions to produce headline indicators

# Advantages of new module for women and youth

- **Better understanding of the labor market behavior of women and youth**
  - Identifies multiple activities
    - including secondary and tertiary activities, which may make an important contribution to livelihoods (e.g. Mueller and Chan, 2015)
  - Additional information previously not collected
    - satisfaction/willingness to change wage employment
- **Better measures or labor underutilization**
  - Are they seeking?
  - Are they available?
  - Are they willing to work?
  - Then what are they doing?
- **New emphasis on unpaid work**

# Open questions

1. Identification of the employment/work categories
2. 19<sup>th</sup> ICLS operationalization: product, activity, cluster?
3. Reference periods – 7 days and/or 12 month
4. Linkages with non-farm enterprise and agricultural modules
5. Capturing casual/marginal activities



# Identification of employment/work categories?

wage		wage - help		family business		family business - help		agriculture		intended destination
Q3a	Q3b	Q4a	Q4b	Q5a	Q5b	Q6a	Q6b	Q7a	Q7b	Q7c
In the last 7 days, did [NAME] do any work for a <b>wage, salary or any other pay</b> , even if only for one hour?	How many hours in the last 7 days did [NAME] do this work?	In the last 7 days, did [NAME] <b>help with the paid job of a family member</b> , even if only for one hour?	How many hours in the last 7 days did [NAME] do this work?	In the last 7 days, did [NAME] work in a <b>non-farm family business that [NAME] manages/operates</b> , even if only for one hour?	How many hours in the last 7 days did [NAME] do this work?	In the last 7 days, did [NAME] <b>help in a non-farm family business that is operated by another family member</b> , even if only for one hour?	How many hours in the last 7 days did [NAME] do this work?	In the last 7 days, did [NAME] work on <b>family farming, livestock or fishing</b> activities, even if only for one hour?	How many hours in the last 7 days did [NAME] do this work?	Thinking about the products obtained from [NAME's] family farming, livestock or fishing activity, are they intended .... ?
INCLUDES PAID APPRENTICESHIPS AND PAID INTERNSHIPS.										READ OPTIONS
YES.1 NO..2 >>Q4a	HOURS	YES.1 NO..2 >>Q5a	HOURS	YES.1 NO..2 >>Q6a	HOURS	YES.1 NO..2 >>Q7a	HOURS	YES.1 NO..2 >>Q8a	HOURS	Only for sale.....1 Mainly for sale .....2 Mainly for family use .3 Only for family use ...4

(+) Full accounting of mutually exclusive activities and hours

(+) Simple / linear flow structure

(+) Helps to identify multiple activities and the main job

(-) Delineation of complex employment categories at the beginning of the interview  
(w/o reference to a specific activity undertaken by the respondent)

(-) Translation challenges

(-) Risk of misclassification/ double-counting/ underreporting

# Reference periods

- **7 days reference period**
  - Used in LFS for labor force, employment and unemployment indicators, thus allows for comparison
  - Affected by Seasonality
    - But many LSMS capture seasonality through sampling design
- **12 months reference period**
  - Less affected by seasonality, more complete picture
  - Easier to link non-farm household enterprise/ agricultural modules, and livelihood-related data
  - But long recall, potentially inaccurate information
- **Existing practice:** collect 7 days, most also collect 12 months
  - Concerns over mixing recall periods

# Reference periods - Example 1

4ab. In the last <b>12 months</b> , did [NAME] work as an unpaid apprentice OR employee for a wage, salary, commission or any payment in kind; including doing paid apprenticeship, domestic work or paid farm work even if for one hour?	4cd. In the last <b>12 months</b> , did [NAME] run a non-farm business of any size for themselves or the household or help in any kind of non-farm business run by this household, even if for one hour?	4e. In the last <b>12 months</b> , did [NAME] work on household agricultural activities (including farming, raising livestock or fishing, whether for sale or for household food) even if just for one hour?	5. CHECK: Q4AB-Q4E: IS THE ANSWER TO AT LEAST ONE QUESTION A 'YES'?	6. In what type of economic activity did [NAME] spend most of [NAME]'s time in the last 12 months:  A PAID EMPLOYEE.....1 <b>SELF EMPLOYED (NON-AGRIC) :</b> WITH EMPLOYEES.....2 WITHOUT EMPLOYEES.....3 UNPAID FAMILY HELPER (NON-AGRIC).....4 UNPAID FAMILY HELPER (AGRIC).....5 ON YOUR OWN FARM OR SHAMBA.....6 UNPAID APPRENTICESHIP....7
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8ab In the last <b>7 days</b> , did [NAME] work as an unpaid apprenticeship OR as an employee for a wage, salary, commission or any payment in kind; including doing paid apprenticeship, domestic work or paid farm work even if for one hour?	8cd. In the last <b>7 days</b> , did [NAME] run a non-farm business of any size for themselves or the household OR help in any kind of non-farm business run by this household, even if for one hour?	8e. In the last <b>7 days</b> , did [NAME] work on household agricultural activities (including farming, raising livestock or fishing, whether for sale or for household food) even if just for one hour?
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# Reference periods - Example 2

4.	5.	6.	7.	8.
How many hours in the last seven days did [NAME] spend on household agricultural activities (including livestock and fishing-related activities) whether for sale or for household use?	How many hours in the last seven days did [NAME] run or help with any kind of non-agricultural or non-fishing household business, big or small, for his or herself or for the household?	How many hours in the last seven days did [NAME] engage in casual, part-time, or temporary labour?	How many hours in the last seven days did [NAME] do any work for a wage, salary, commission, or any payment in kind, excluding <i>temporary</i> ?	How many hours in the last seven days did [NAME] engage in an unpaid apprenticeship?
NOTE: HOURS SPENT IN LAST 7 DAYS	RECORD ZERO IF NO PARTICIPATION	RECORD ZERO IF NO PARTICIPATION	RECORD ZERO IF NO PARTICIPATION	RECORD ZERO IF NO PARTICIPATION
RECORD ZERO IF NO				

9.	10.	11.
At any time over the last 12 months, was [NAME] employed in any kind of job, including part-time labour, for wage, salary, commission or any payment in kind, for anyone who is not a member of the household?	Describe [NAME]'s main job over the last 12 months.	Describe what kind of trade or business [NAME]'s main job over the last 12 months is connected with. (describe the main product or service)
EXCLUDE TEMPORARY WORK		
YES.....1 NO.....2 (► Q31)	WRITTEN DESCRIPTION	OCCUP. CODE
		WRITTEN DESCRIPTION
		INDUSTRY CODE

# Linkages to non-farm hh enterprise (NFE) and agricultural module

- Current LSMS labor modules focus on wage
- Information on NFE and agriculture derived from specific modules
  - Problem: inconsistencies between modules, marginal workers (Costa & Desiere, 2018)
    - 8% of people didn't report working on a farm in the labor module, but reported hours in the agriculture module (Malawi 2016/17)
    - 24% of people didn't report working on a family enterprise in the labor module, but reported hours in the non-farm enterprise module (Malawi 2016/17)
- Should we link the NFE and the labor module? How?
  - Make a roster of household enterprises before the labor module
- How can we link the agricultural sections with the labor module?

# Capturing casual/marginal activities

- Evidence that casual/marginal activities are undermeasured
  - E.g. Mueller and Chan (2015): “Systematic underreporting of rural wage labor in national statistics” → based on a comparison of national labor statistics with more specialized surveys
- Existing practices
  1. Capture them in the relevant category: “even for one hour”  
→ Advantage of LSMS accounting approach
  2. Specific questions (additional): ganyu in Malawi, sporadic work in Pakistan, temporary work in Ethiopia  
→ Difficult to classify and double counting
  3. “Recovery” questions
  4. Probing for a list of activities: risk of focusing on the last activity listed