

TOWARDS A NEW EMPLOYMENT MODULE FOR LSMS SURVEYS

Isis Gaddis
Amparo Palacios-Lopez

Workshop: "Improving data collection on
women and youth employment"

November, 2018



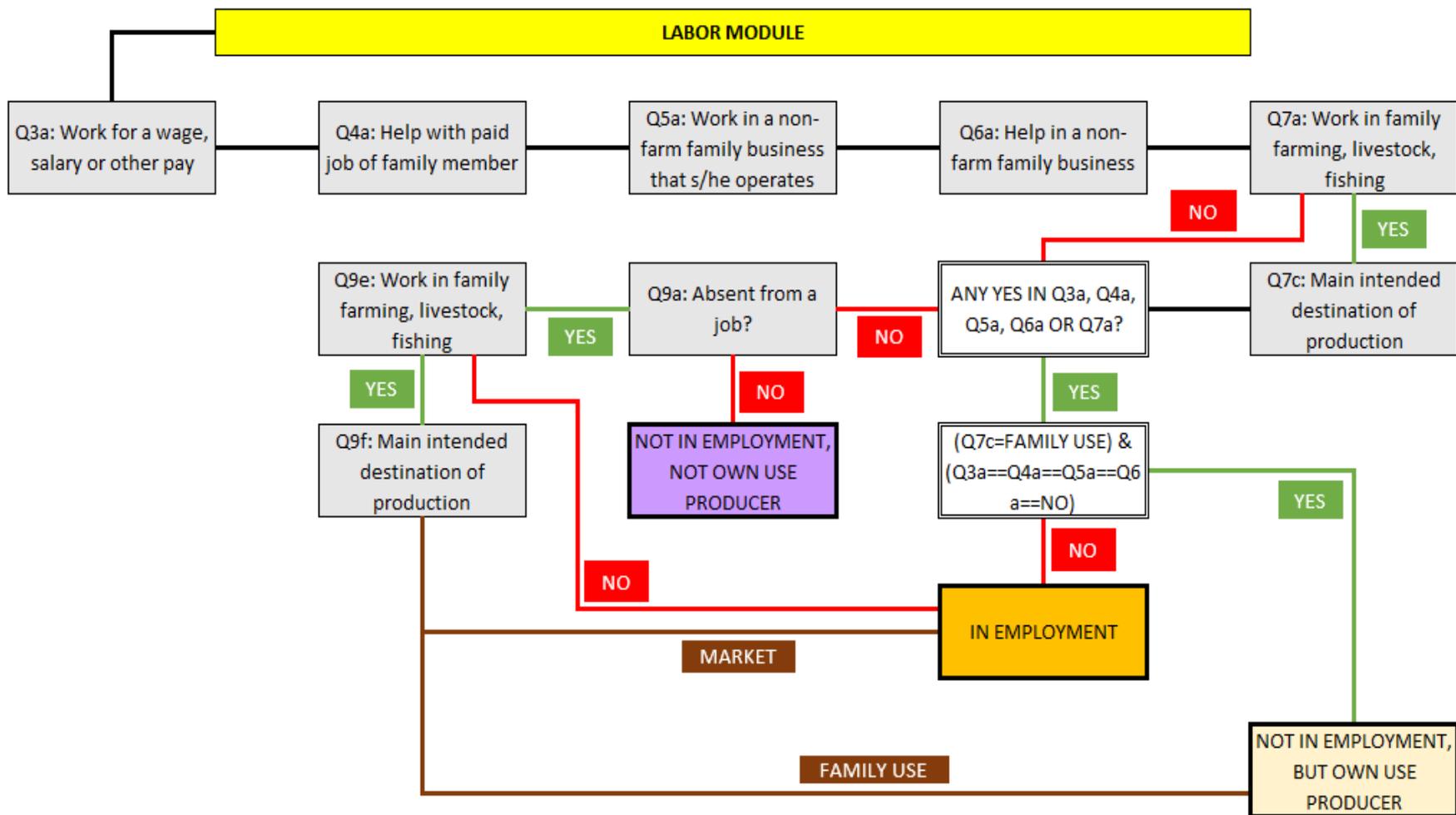
Background – why the need for a new module?

- **19th 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 19th ICLS operationalization
 - Phase 1: Model LFS questionnaires (ILO), pilot studies to assess the impact of the 19th 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)

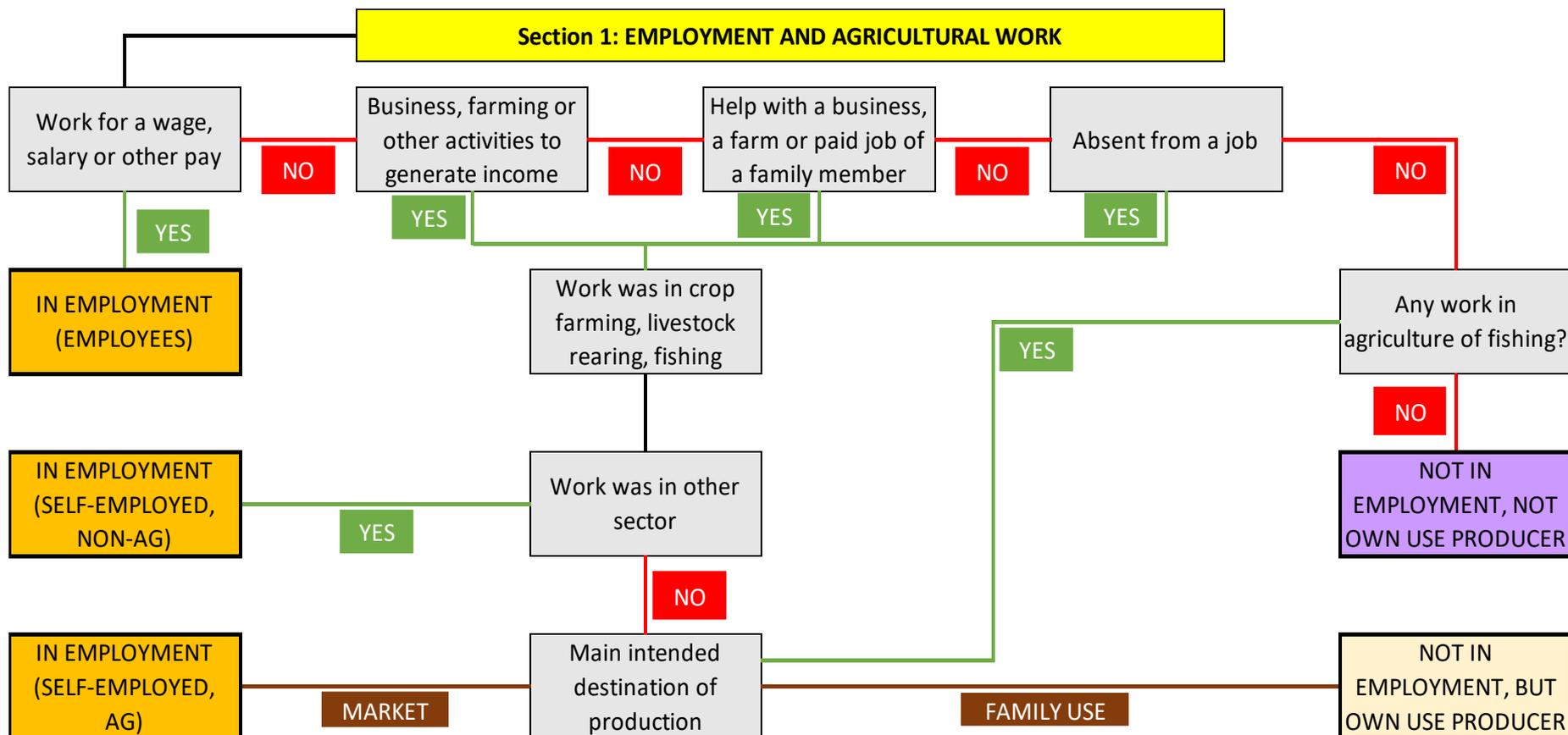
Aligning LSMS modules with new LFS approach

	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 WWEP and ongoing work of the LSMS group
- Aligned with the 19th ICLS (but not yet with the 20th 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. 19th 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 wage, salary or any other pay , 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] help with the paid job of a family member , 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 non-farm family business that [NAME] manages/operates , 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] help in a non-farm family business that is operated by another family member , 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 family farming, livestock or fishing 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 sale2 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

<p>4ab. In the last 12 months, 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?</p>	<p>4cd. In the last 12 months, 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?</p>	<p>4e. In the last 12 months, 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?</p>	<p>5. CHECK: Q4AB-Q4E: IS THE ANSWER TO AT LEAST ONE QUESTION A 'YES'?</p>	<p>6. In what type of economic activity did [NAME] spend most of [NAME]'s time in the last 12 months:</p> <p>A PAID EMPLOYEE.....1 SELF EMPLOYED (NON-AGRIC) : 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</p>
---	--	--	--	--

<p>8ab In the last 7 days, 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?</p>	<p>8cd. In the last 7 days, 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?</p>	<p>8e. In the last 7 days, 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?</p>
---	---	---

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? NOTE: HOURS SPENT IN LAST 7 DAYS RECORD ZERO IF NO	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? RECORD ZERO IF NO PARTICIPATION	How many hours in the last seven days did [NAME] engage in casual, part-time, or temporary labour? RECORD ZERO IF NO PARTICIPATION	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> ? RECORD ZERO IF NO PARTICIPATION	How many hours in the last seven days did [NAME] engage in an unpaid apprenticeship? RECORD ZERO IF NO PARTICIPATION

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? EXCLUDE TEMPORARY WORK YES.....1 NO.....2 (► Q31)	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)		
	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