

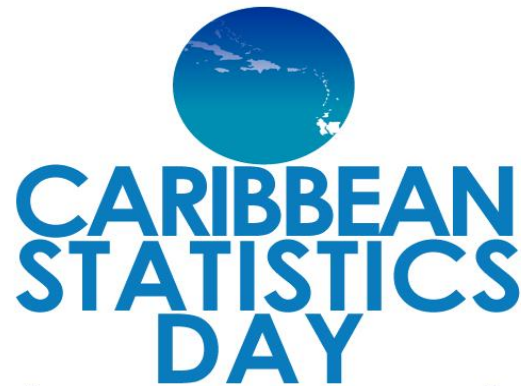


**CARIBBEAN STATISTICS DAY**  
***BETTER STATISTICS, BETTER MANAGEMENT, BETTER DEVELOPMENT OUTCOMES***  
**CARICOM Secretariat**  
**12th October, 2009**



CARICOM

# TRENDS IN LABOUR FORCE STATISTICS



“ BETTER STATISTICS, BETTER MANAGEMENT, BETTER OUTCOMES ”



Caribbean Community (CARICOM) Secretariat In Collaboration with The United Nations (UN)

15th OCTOBER 2009



# 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

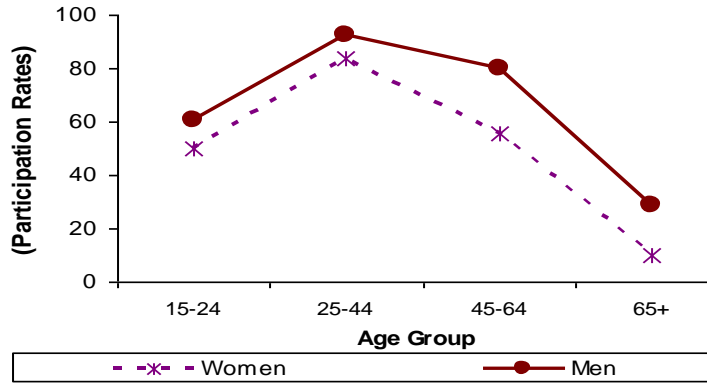
- **Women are more likely to exit and re-enter the labour because of family related reasons such as:**
  - To care for a new born
  - Marriage
  
- **Fewer opportunities for employment**
  - Fewer occupations for women (construction type jobs)
  - Gender bias, stereo-type jobs
  - Family reasons can prevent women from pursuing job, training and educational opportunities
  
- **Gender bias and inequalities**
  - Men are still preferred over women for certain type
  - Access to Education and Training
  
- **Much of the activities women do are not regarded as work**

# Traditional Trends

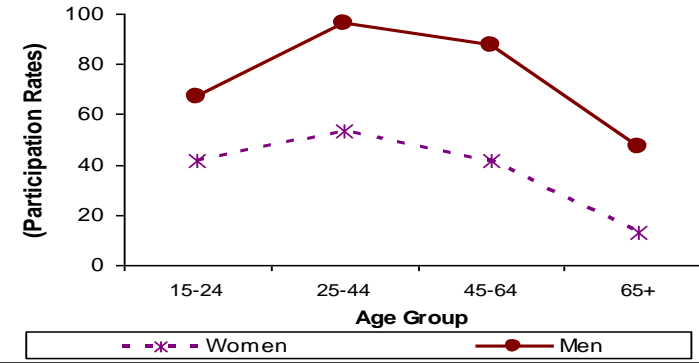
- Among the Working age population (15 years and over); a higher proportion of Men than Women are available for work. They actively engaged or participating in the Labour Force
- Labour force participation rates by age group have inverted U shape (line graph)
- Rates obtained from a Census tend to be lower

# Traditional Trends in Labour Force Participation Rates

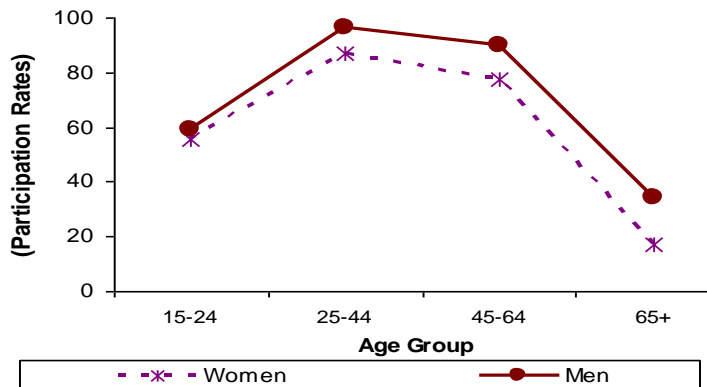
**Chart 4.25 Age Specific Participation Rates of Women and Men in The Bahamas, 2000 Round of Census**



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



**Chart 4.26 Age Specific Participation Rates of Women and Men in Bermuda, 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

# Trends in the Caribbean

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.

<http://www.ilo.org/public/english/employment/strat/kilm/download/kilm04.pdf>

# 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

<http://www.ilo.org/public/english/employment/strat/kilm/download/kilm04.pdf>

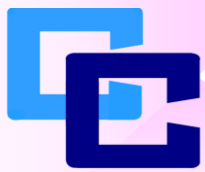




# GENDER GAP IN MALE/ FEMALE LABOUR EMPLOYMENT-TO-POPULATION RATIOS, 1998 and Latest Year Available

CARICOM

	1998			Latest Year Available			
	Male	Female	Difference	Male	Female	Difference	
AG	...	...	...	32.72	33.46	<b>0.75</b>	2001
BS	24.63	25.71	<b>1.08</b>	33.10	35.36	<b>2.26</b>	2004
BB	27.47	32.16	<b>4.69</b>	29.69	33.05	<b>3.35</b>	2001
BZ	16.57	34.07	<b>17.50</b>	18.07	34.77	<b>16.70</b>	2005
DM	21.52	33.49	<b>11.97</b>	20.31	31.07	<b>10.76</b>	2001
GD	22.29	32.87	<b>10.58</b>	21.84	32.36	<b>10.52</b>	2001
GY	...	...	...	14.57	35.00	<b>20.43</b>	2002
JM	23.19	32.06	<b>8.86</b>	24.63	33.40	<b>8.77</b>	2006
MS	...	...	...	23.09	28.30	<b>5.21</b>	2001
KN	...	...	...	31.17	36.08	<b>4.92</b>	2001
LC	22.78	30.50	<b>7.71</b>	23.40	29.73	<b>6.32</b>	2004
VC	...	...	...	17.98	28.87	<b>10.89</b>	2001
SR	...	...	...	17.72	32.98	<b>15.26</b>	2004
TT	19.01	33.46	<b>14.45</b>	24.83	36.19	<b>11.36</b>	2006
AI	...	...	...	32.07	36.78	<b>4.71</b>	2001
BM	...	...	...	35.68	37.97	<b>2.29</b>	2000
TC	...	...	...	30.88	40.84	<b>9.96</b>	2001



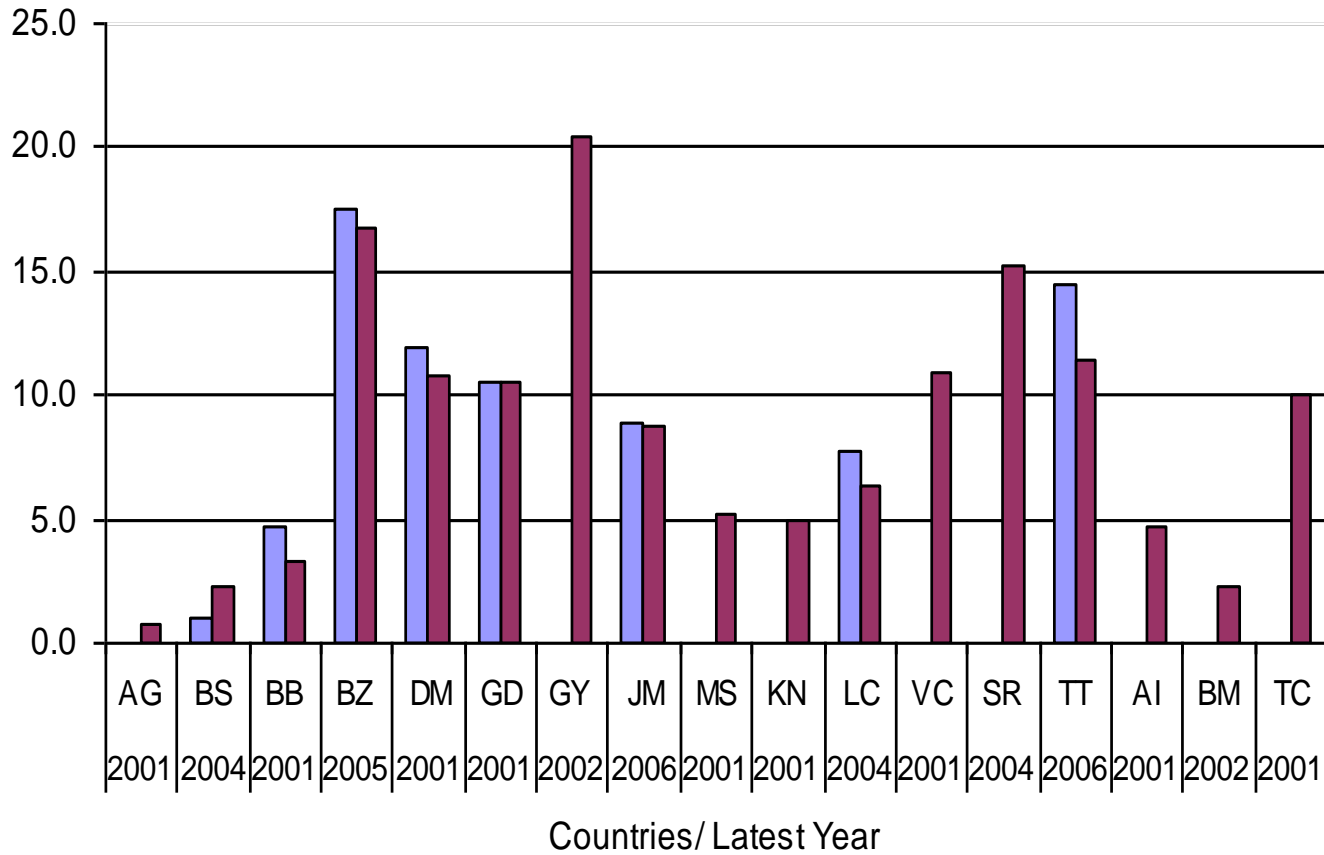
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# GENDER GAP IN MALE/ FEMALE LABOUR EMPLOYMENT-TO-POPULATION RATIOS, 1998 and Latest Year Available

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

1998

Difference Male/Female  
Employment Ratios (Percentage points)



■ 1998 ■ Latest Year Available

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

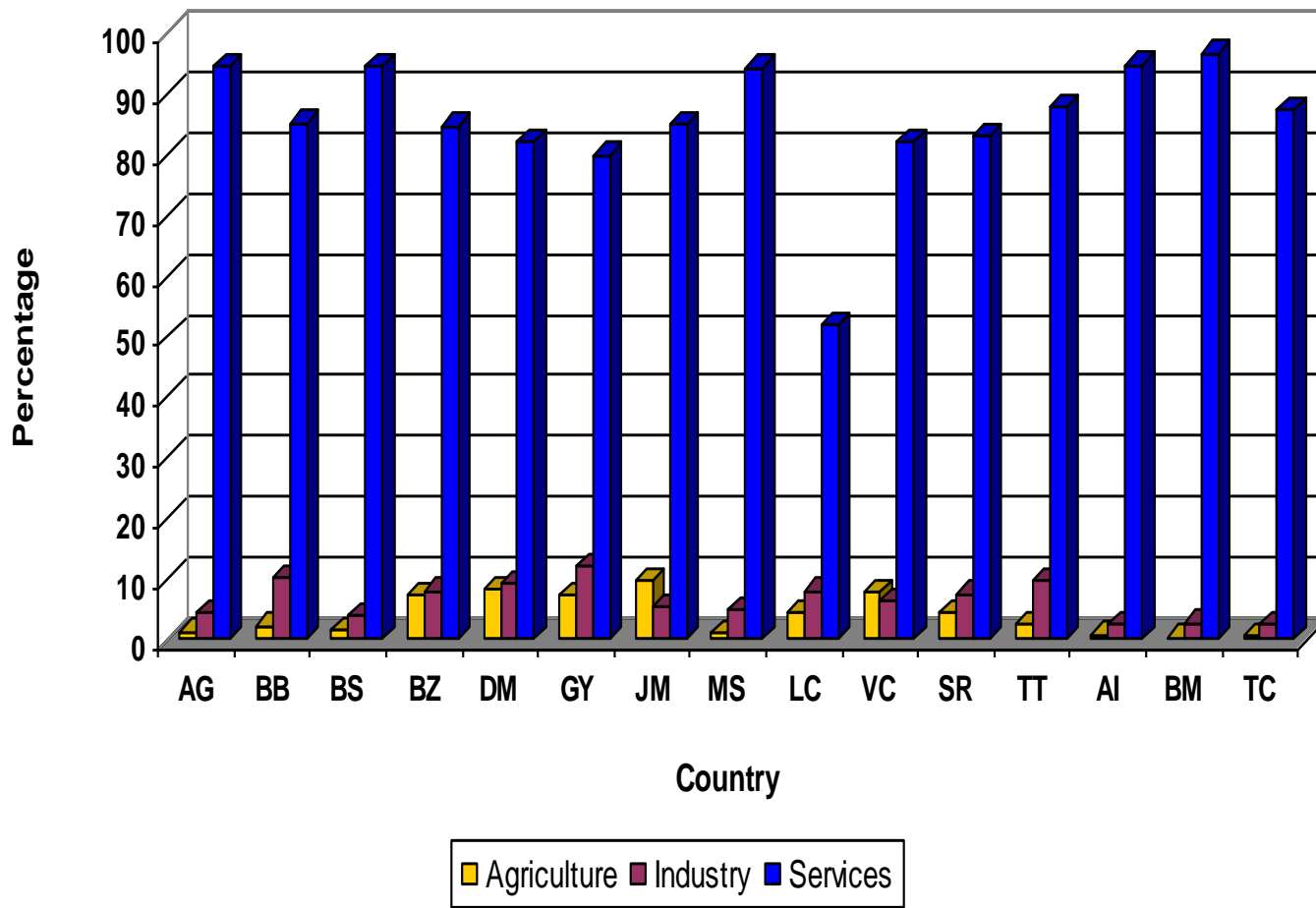
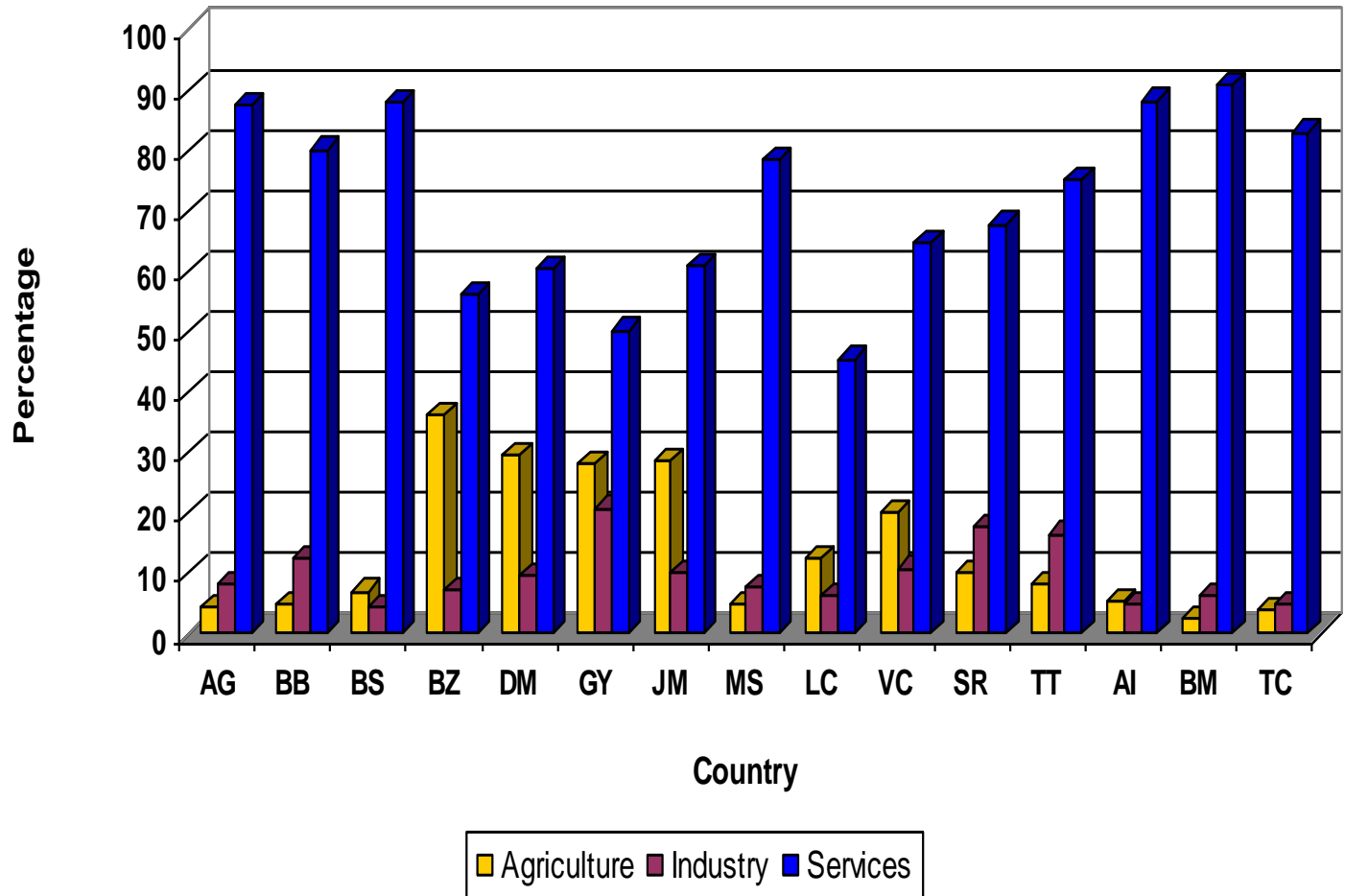
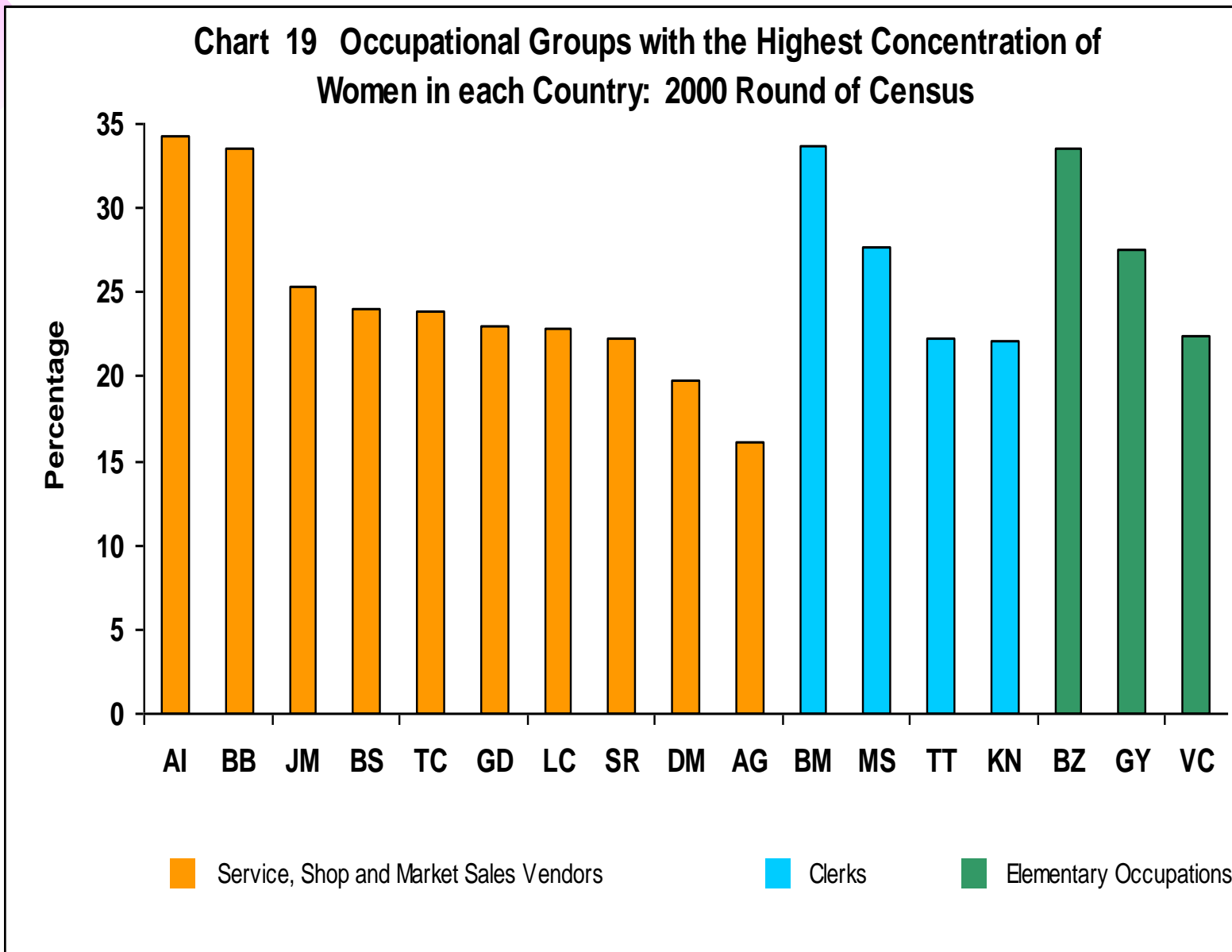


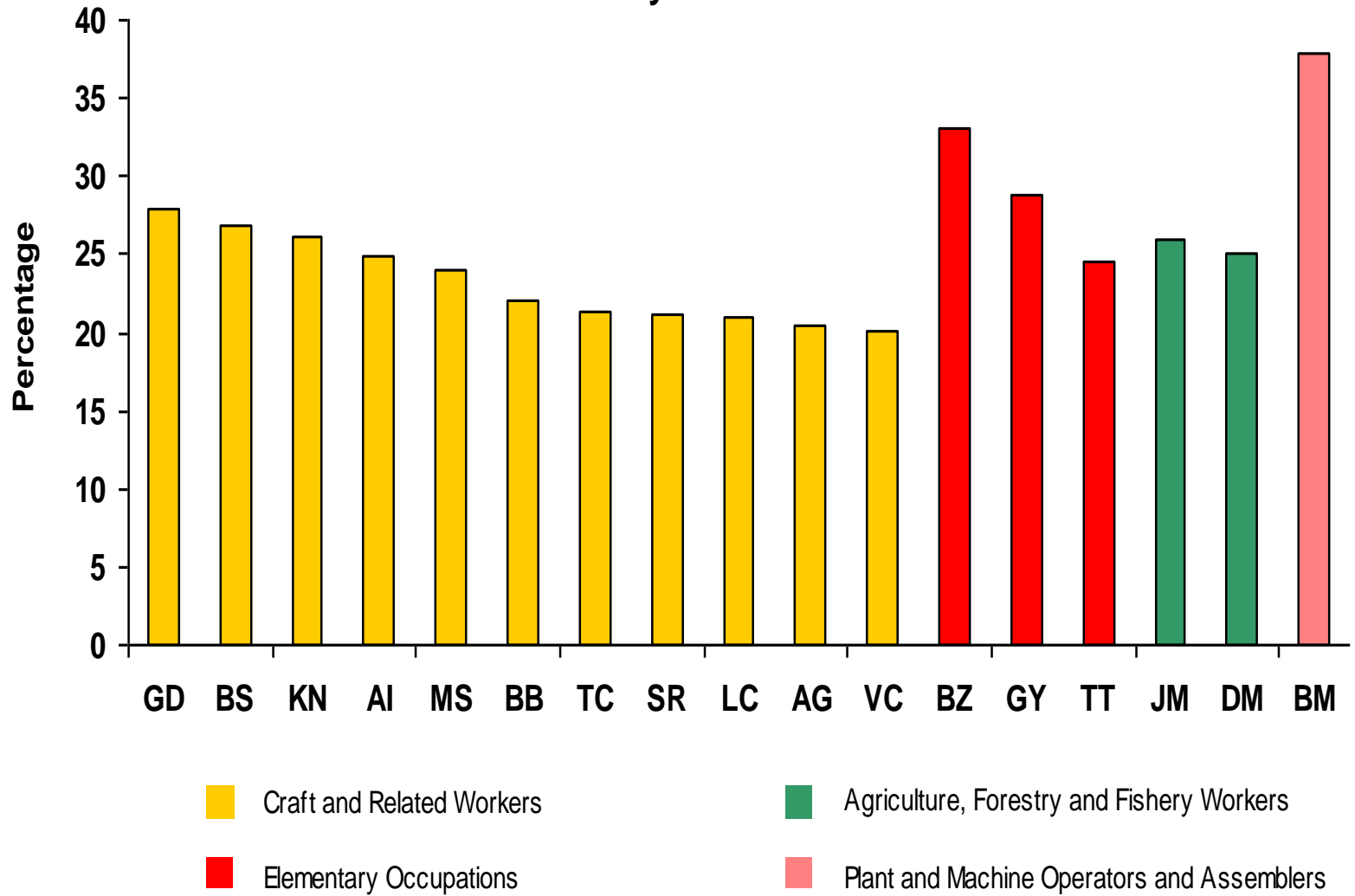
Chart 4.81(b) Percentage Distribution of Men Employed by Industry:  
2000 Round of Censuses



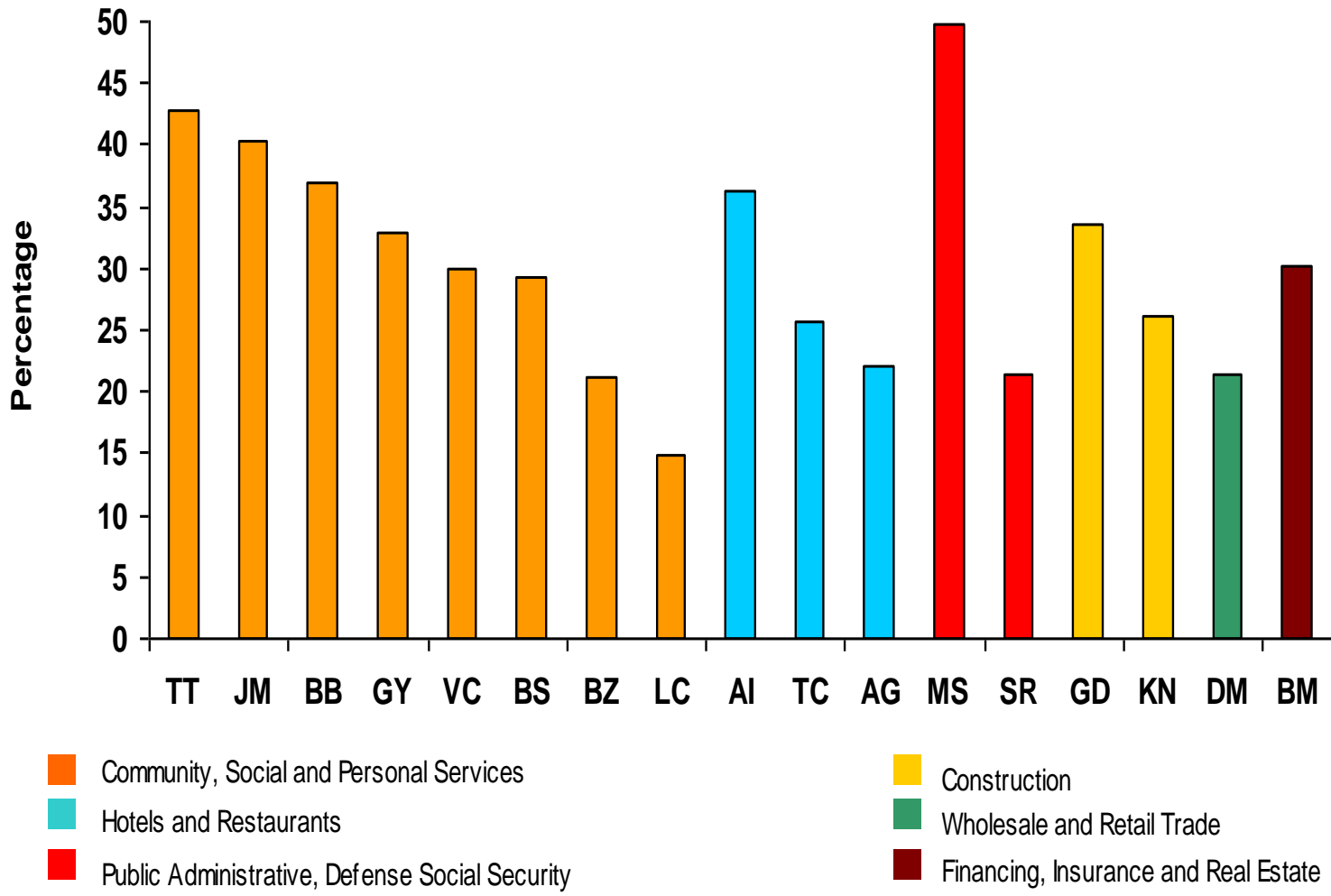
**Chart 19 Occupational Groups with the Highest Concentration of Women in each Country: 2000 Round of Census**



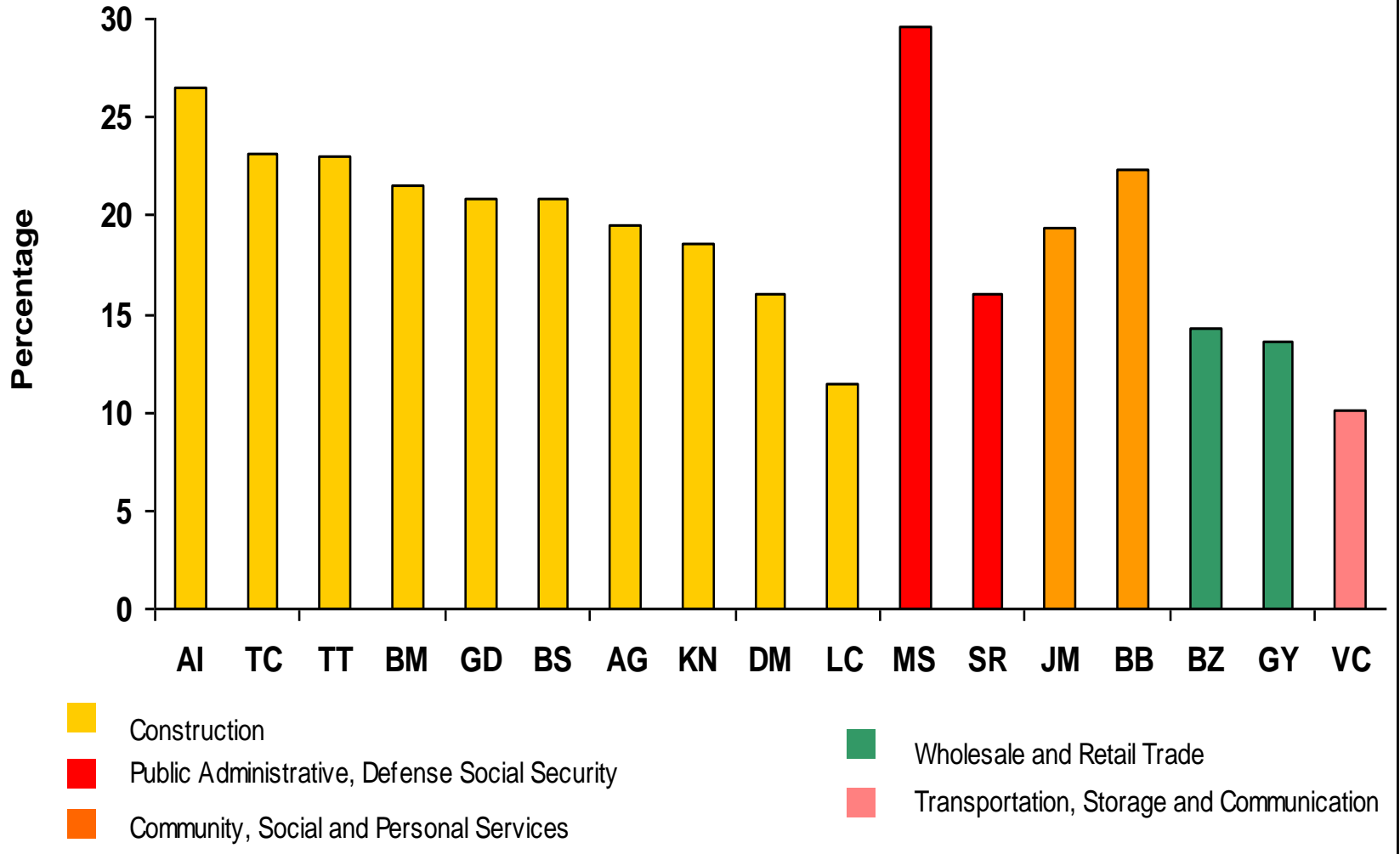
**Chart 20 Occupational Groups with the Highest Concentration of Men in each Country: 2000 Round of Census**



**Chart 21 Highest Concentration of Women in Service Industries  
in each Member State: 2000 Round of Census**

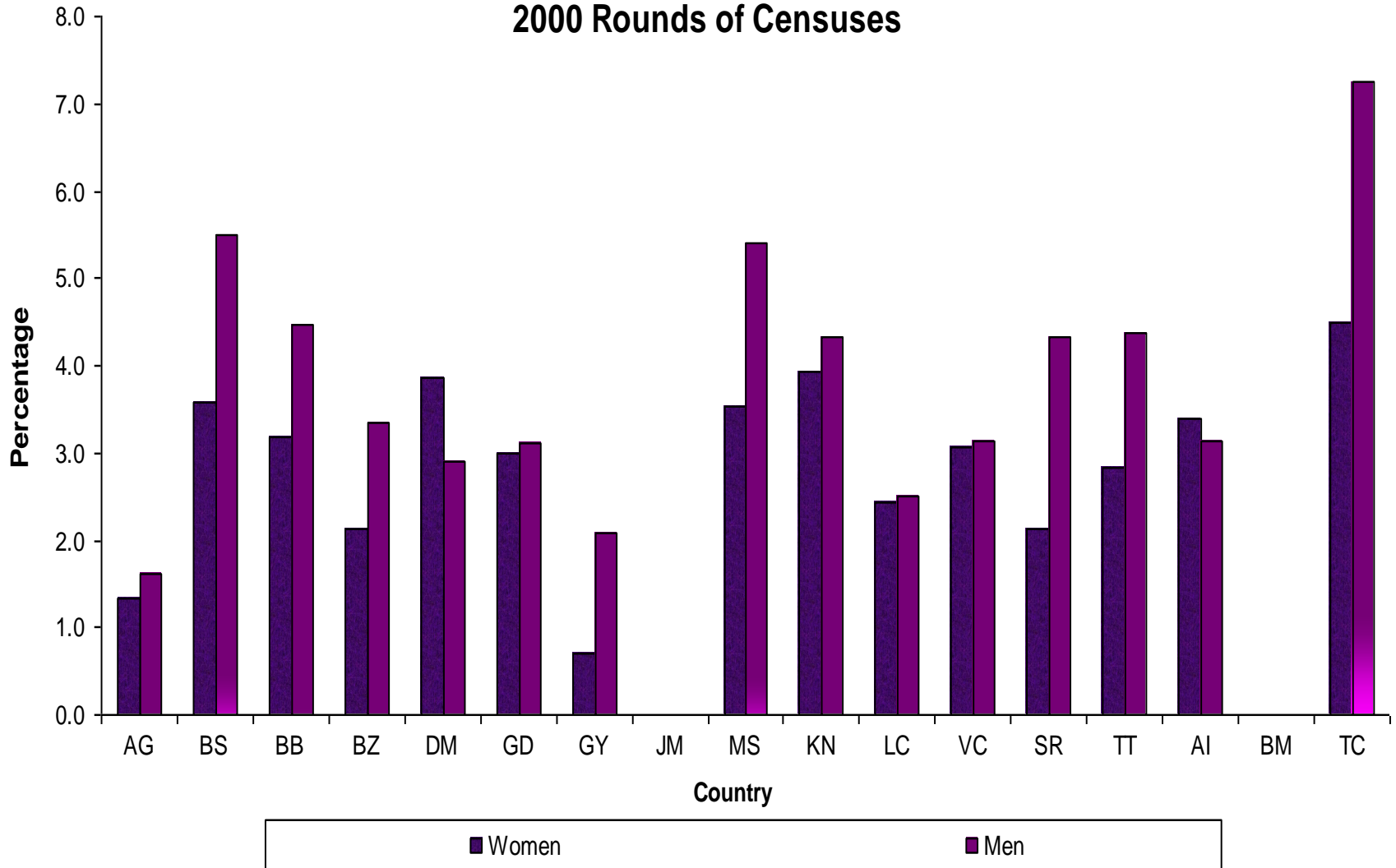


**Chart 22 Highest Concentration of Men in Services Industries in each Member State: 2000 Round of Census**

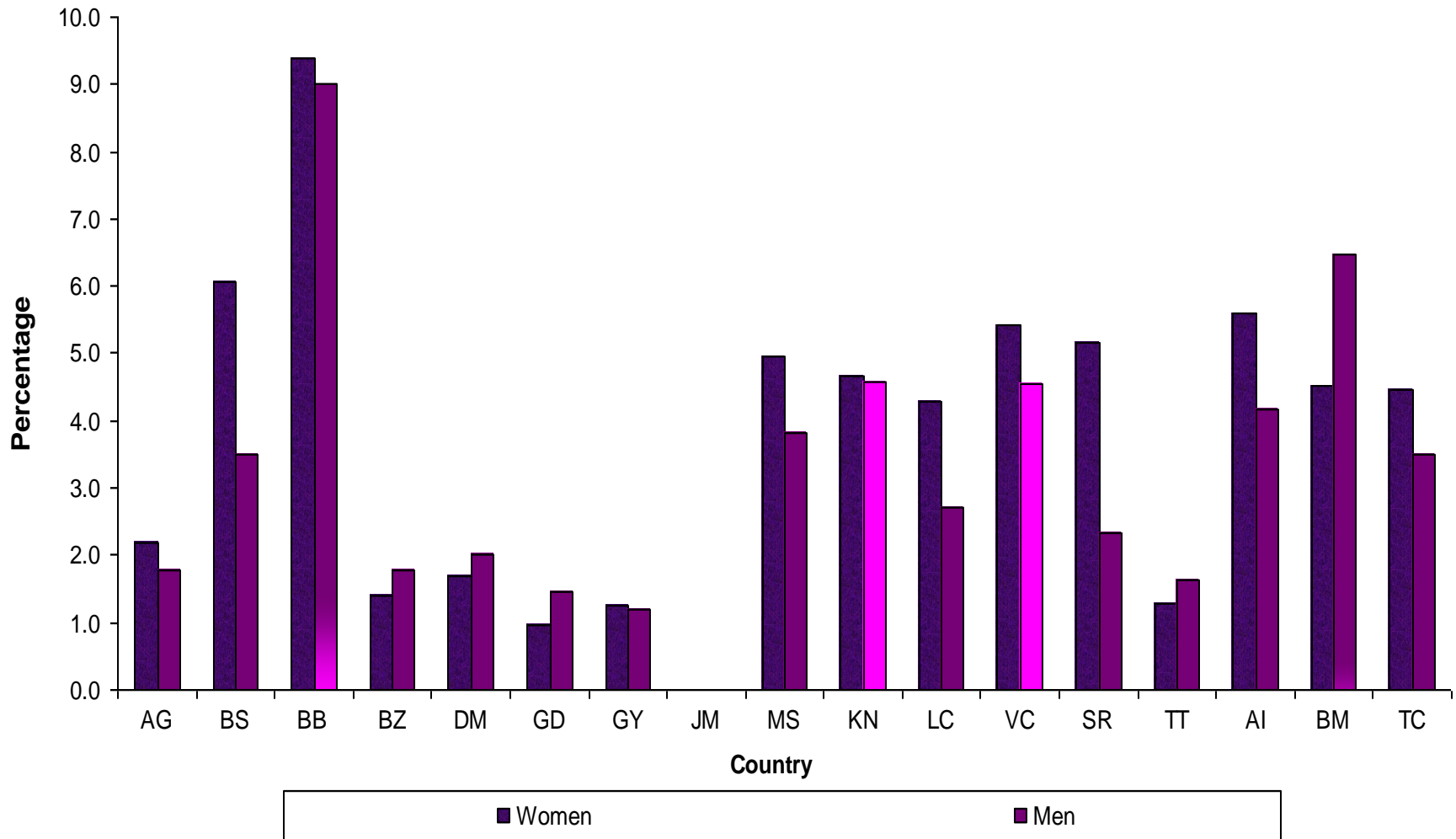




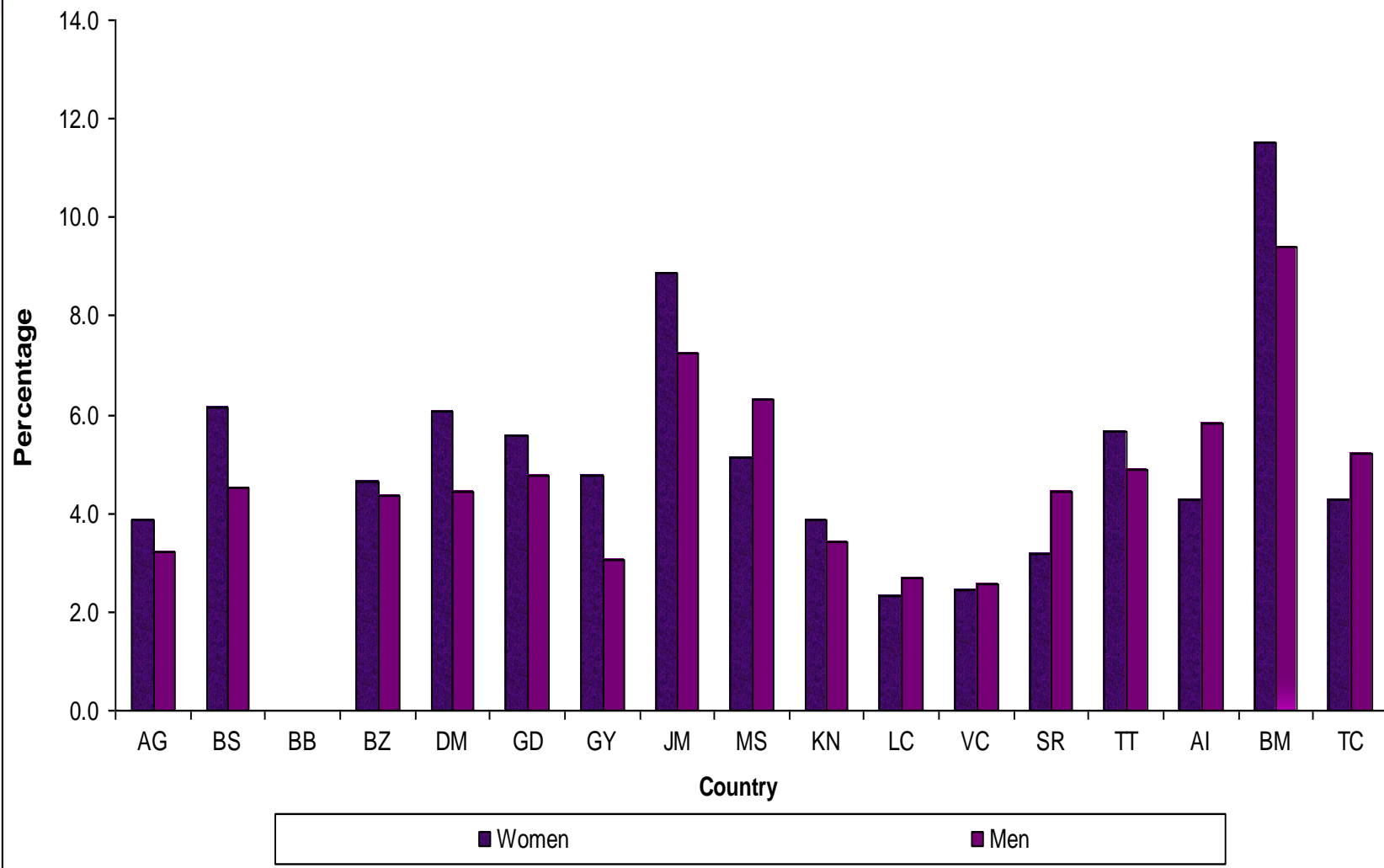
**Chart 23 Proportion of the Total Employed Population Occupied as Legislators, Senior Officials and Managers: 2000 Rounds of Censuses**



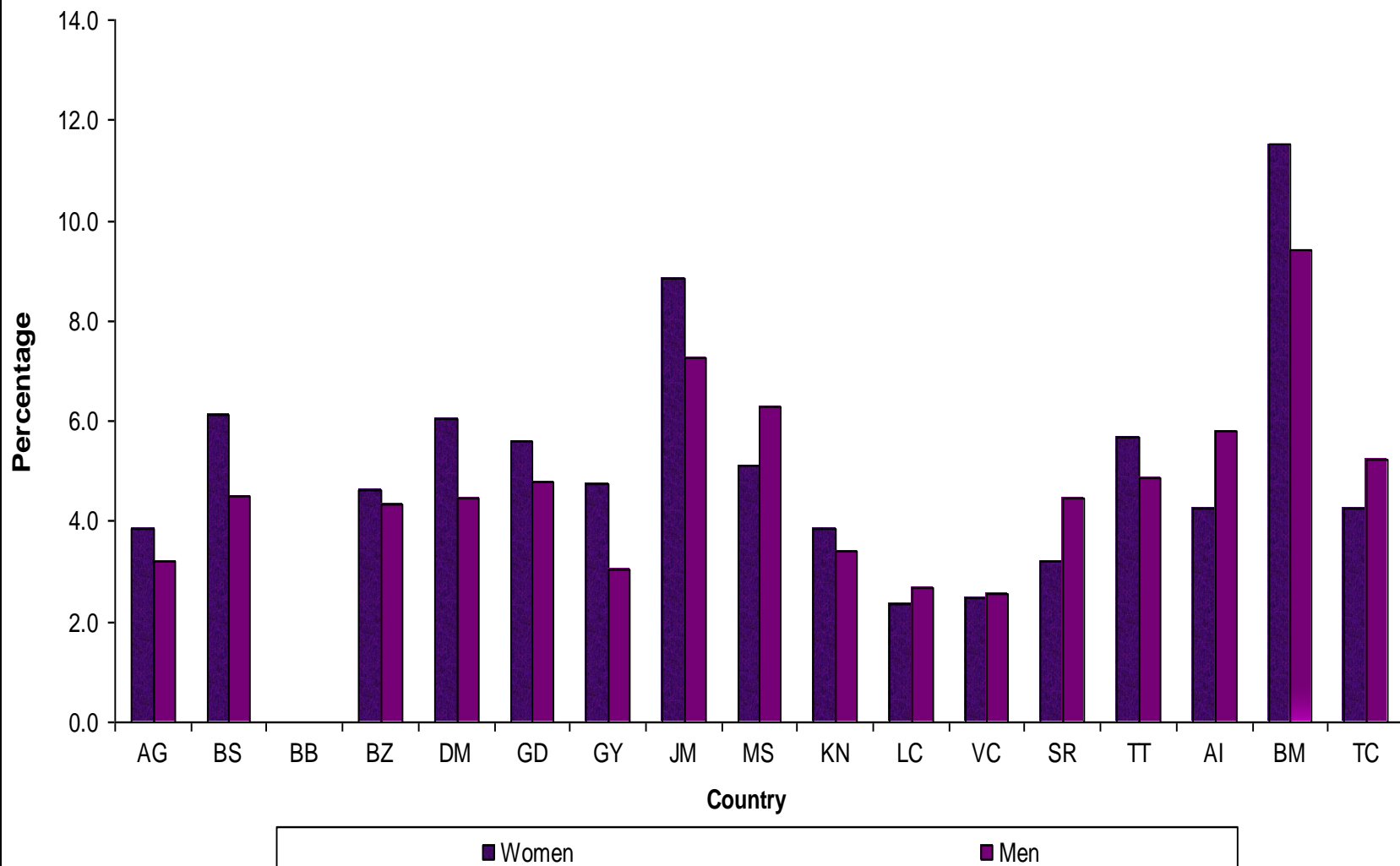
**Chart 24 Proportion of the Total Employed Population Occupied as Professionals: 2000 Rounds of Censuses**



**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**



# 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

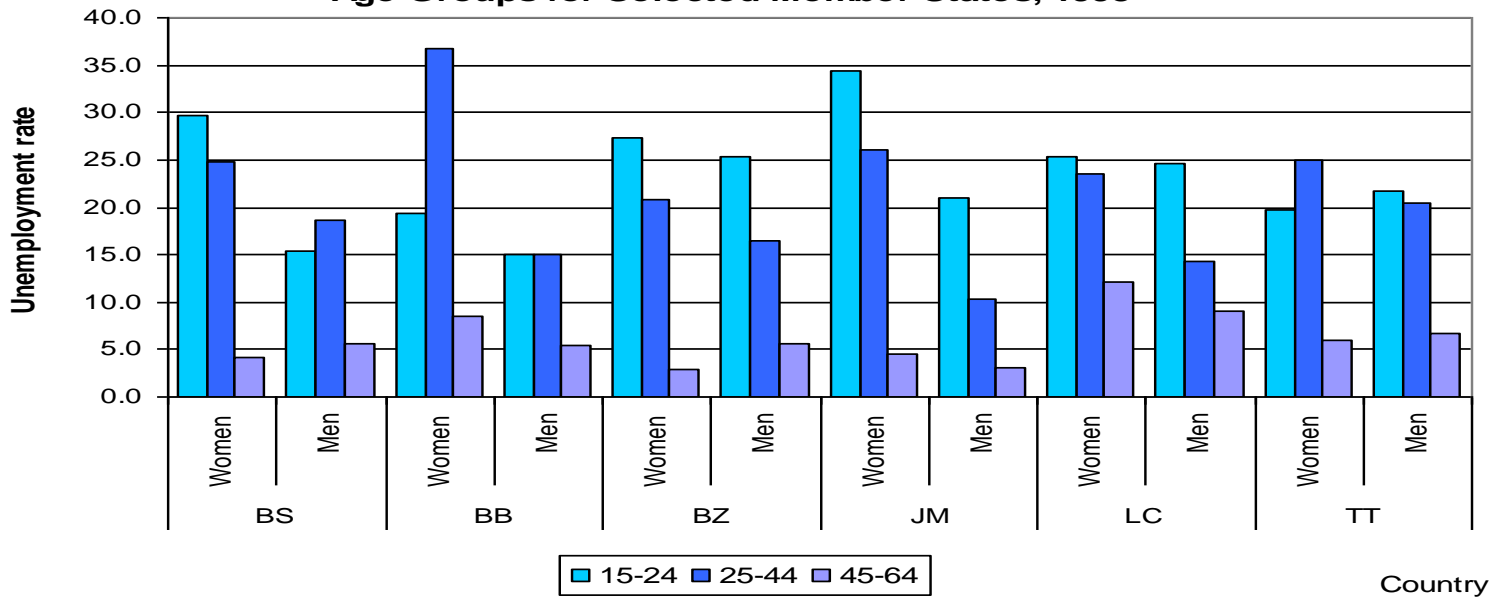
The unemployment rate is the ratio of unemployed persons (numerator) in a specified age group to the total economically active population or labour force (denominator), expressed as a percentage.

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.

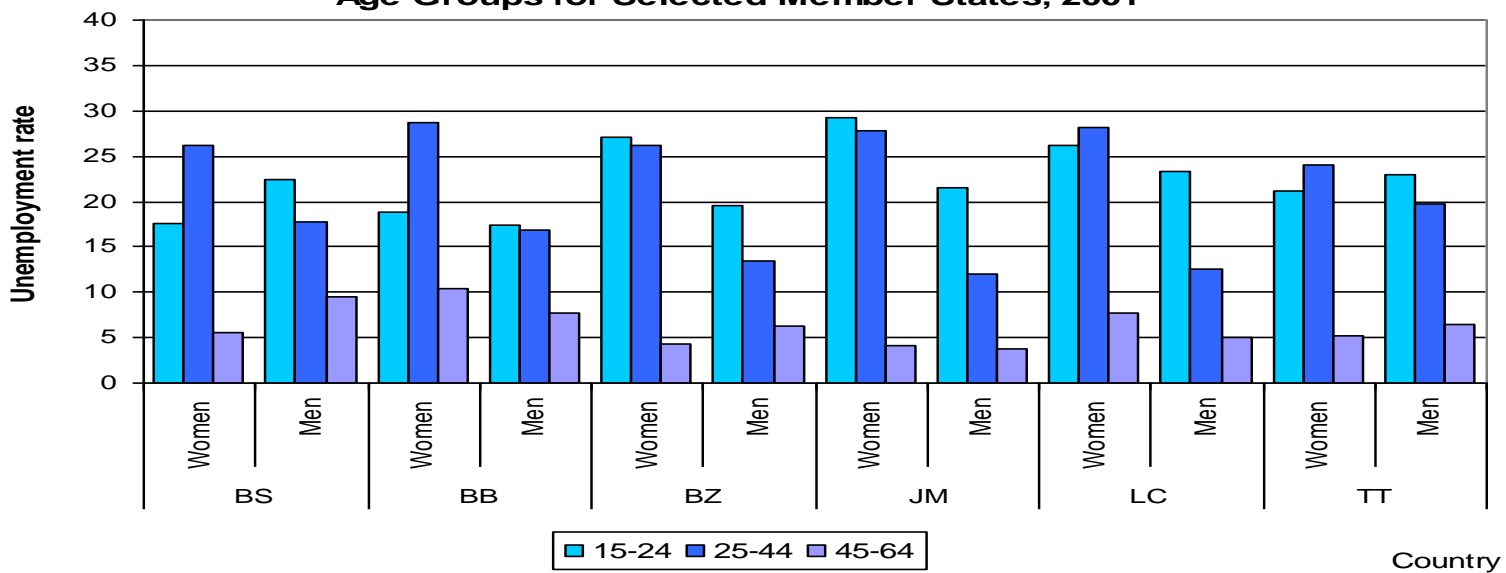
$$\text{Unemployment rate} = \frac{\text{Number of Unemployed (x) in Age Group (i)}}{\text{Number of Economically Active Population (x) in Age Group}} * 100$$

(i)

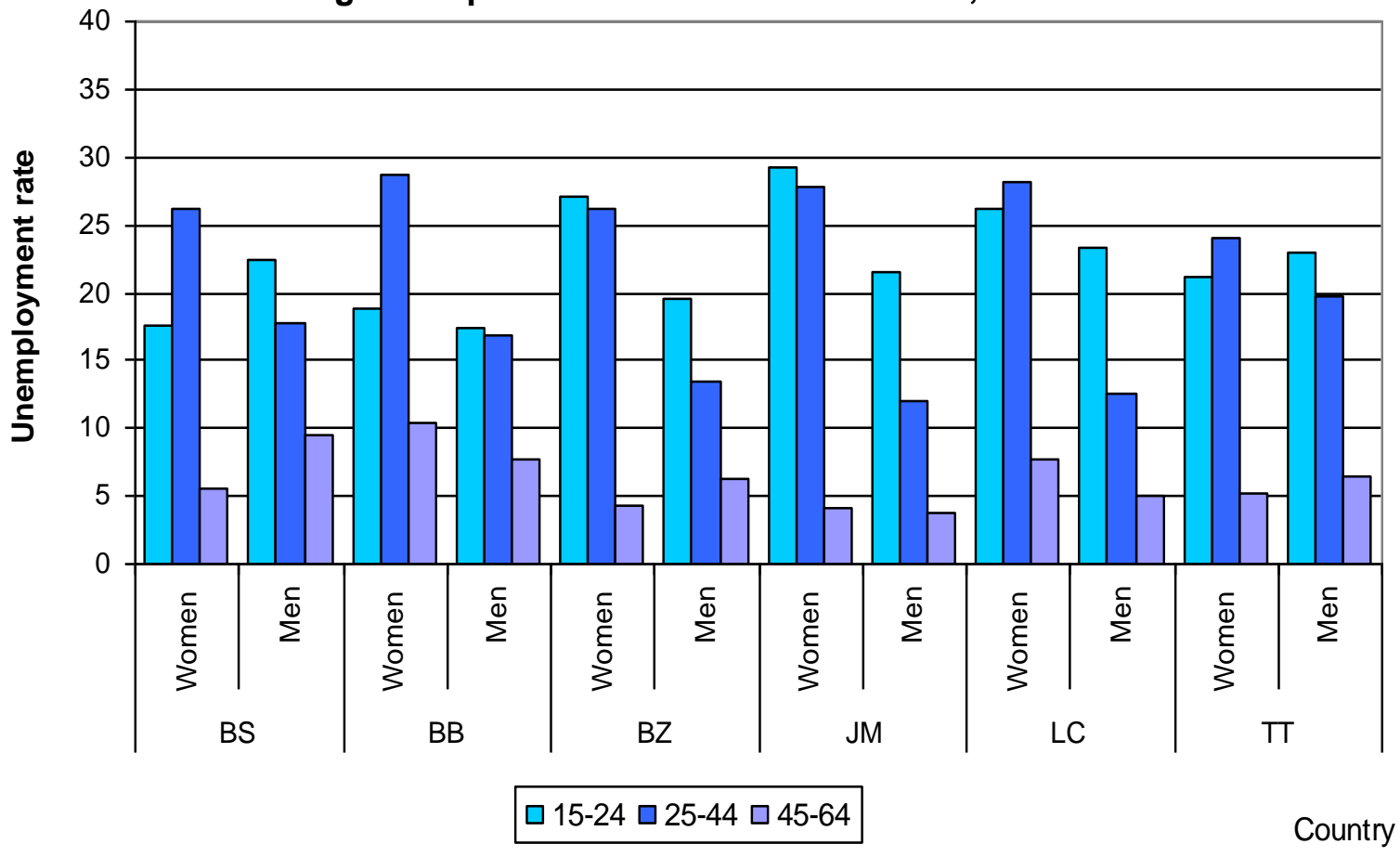
**Chart 4.8 Percentage of the Total Unemployed Population by Broad Age Groups for Selected Member States, 1998**



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

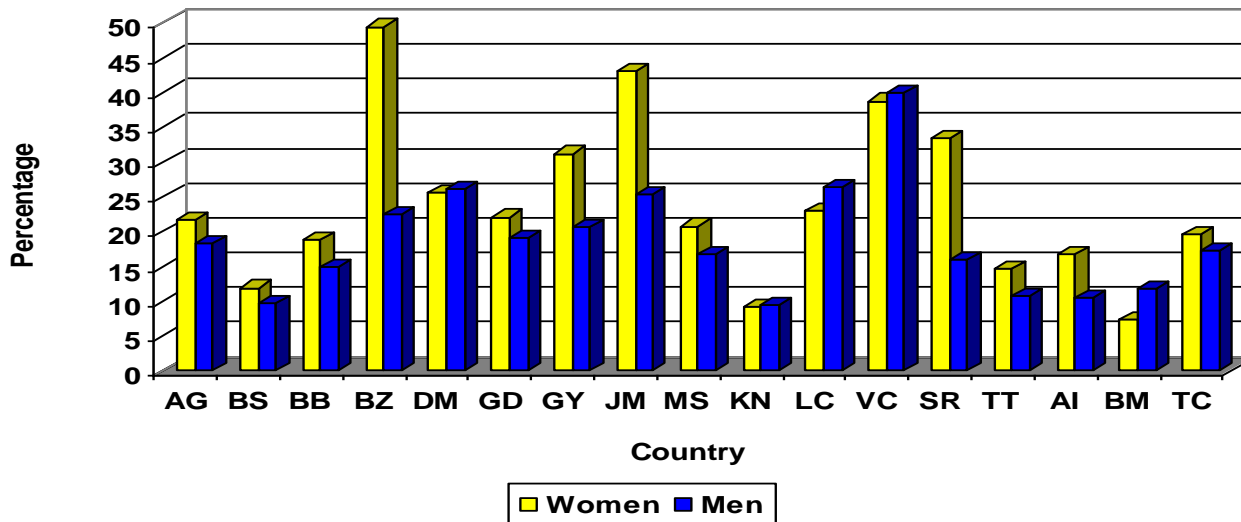


**Chart 4.10 Percentage of the Total Unemployed Population by Broad Age Groups for Selected Member States, 2001**





**Chart 4.12 Unemployment rates, 15-24 Age Group:  
2000 Round of Census**



**Chart 4.13 Unemployment rates, 25-44 Age Group:  
2000 Round of Census**

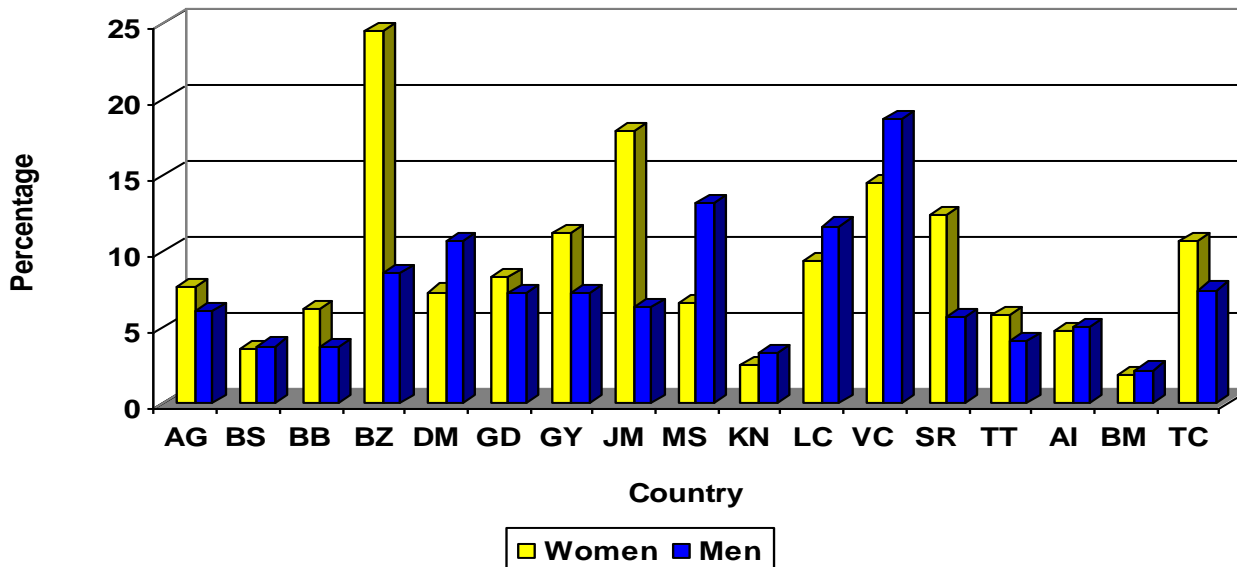
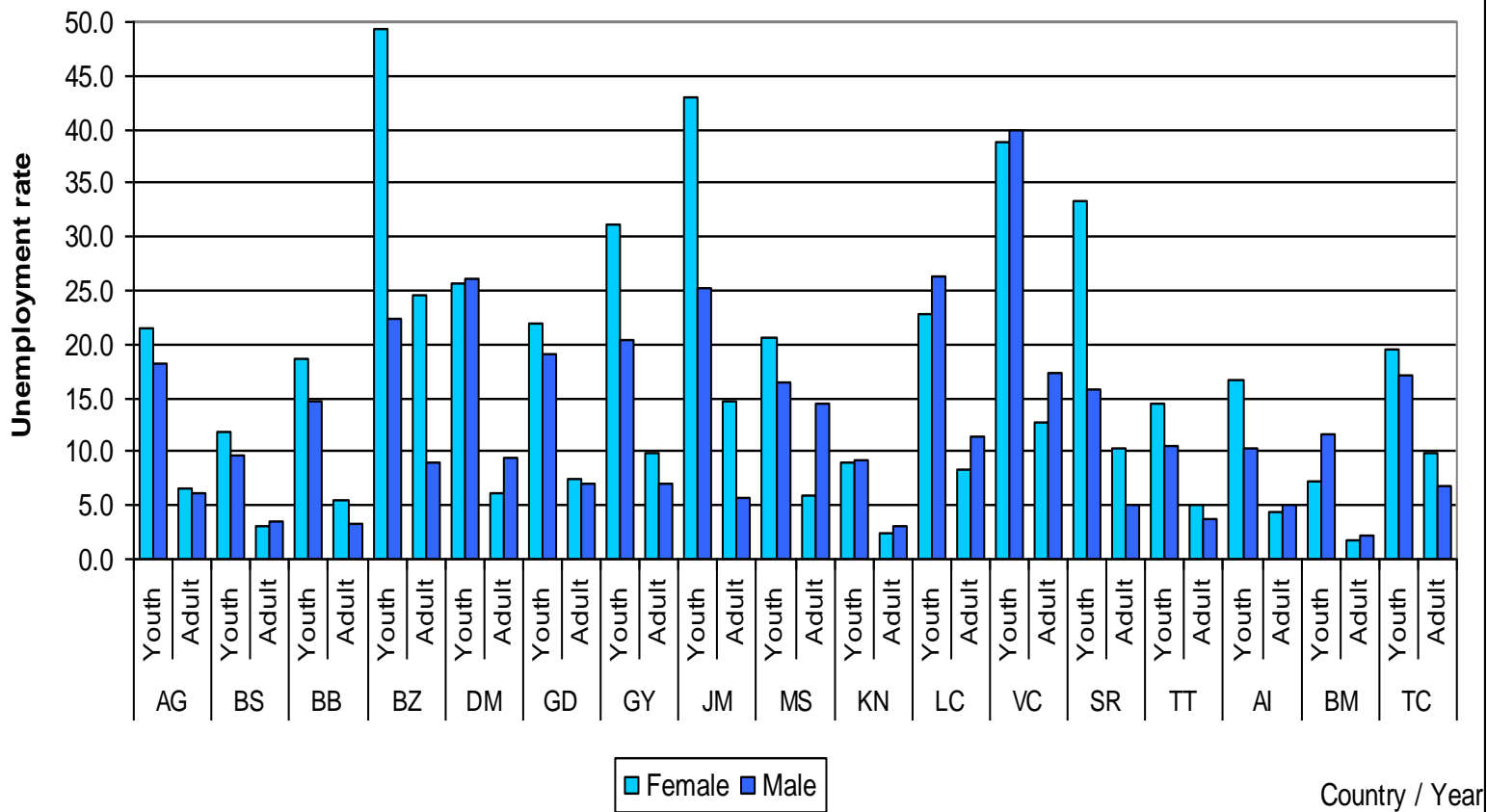


Chart 4.23 Youth and Adult Unemployment rates, 2000 Round of Census



# CONCEPTS AND DEFINITIONS

## 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

$$\frac{\text{Male (Female) Economically Active Population (x) in Age Group (i)}}{\text{Non- Institutional Population (x) 15 years and over (i)}} * 100$$

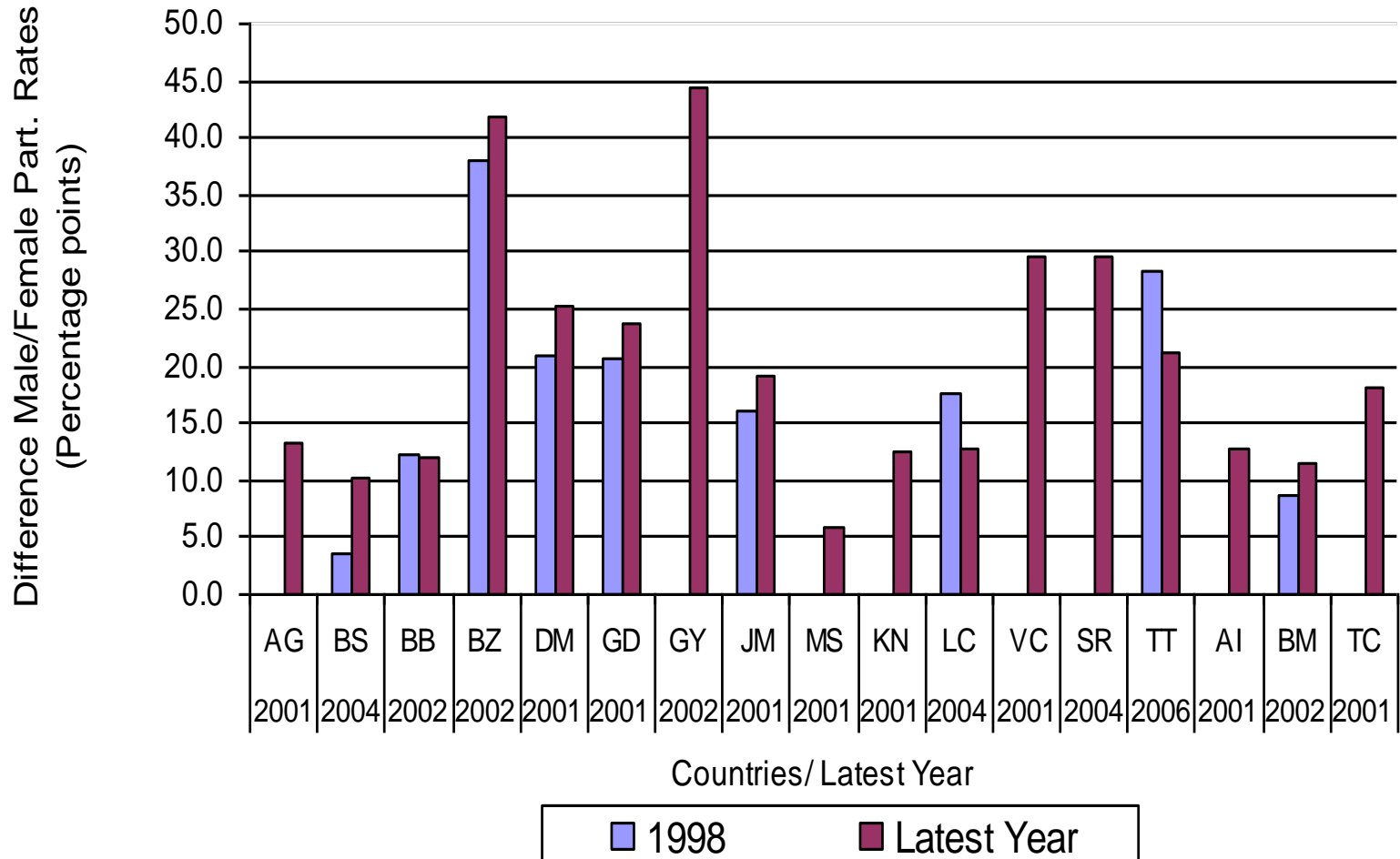
**Note:** (x) refers to Female; Male or Total

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





# GENDER GAP IN MALE/ FEMALE LABOUR PARTICIPAION RATES, 1998 and Latest Year Available

CARICOM

	1998	Latest Year	
AG	...	13.14	2001
BS	3.52	10.19	2004
BB	12.14	12.10	2002
BZ	38.06	41.75	2002
DM	21.03	25.13	2001
GD	20.67	23.62	2001
GY	...	44.41	2002
JM	16.01	19.07	2001
MS	...	5.96	2001
KN	...	12.62	2001
LC	17.64	12.75	2004
VC	...	29.61	2001
SR	...	29.63	2004
TT	28.36	21.23	2006
AI	...	12.65	2001
BM	8.60	11.37	2002
TC	...	18.07	2001

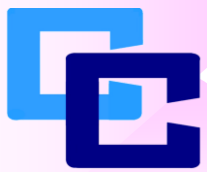
# EVALUATION

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.





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**THANK YOU**