

VALIDATION WORKSHOP

GAMBIA LABOUR FORCE SURVEY (GLFS 2022-23)

AUGUST 8TH 2023

GAMBIA LABOUR FORCE SURVEY (GLFS 2022-23)

MAIN FINDINGS

Outline

- Labour force participation rate (LFPR)
- Employment to population ratio
- Unemployment rate
- Labour underutilization
- Employment characteristics
- Women in labour market
- Youth in Labour market
- Not Employment Education or Training (NEET)
- Workers with functional difficulties
- Child labour

The 2022-23 Gambia Labour Force Survey

- The 2022-23 Gambia LFS was implemented using standards set by the 19th and 20th International Conference of Labour Statisticians (ICLS).
- ICLS...
 - At the heart of the labour statistics standard-setting process;
 - ≈ every 5 years (since 1923)
 - Last one was in October 2018;
 - Tripartite structure: experts from governments (mostly national statistical offices), employer's and worker's organizations;
 - Observers: regional and international organizations, interest groups, etc.;
 - Makes recommendations on selected topics of labour statistics in the form of resolutions and guidelines, to be approved by the Governing Body of the ILO before becoming part of the set of international standards on labour statistics;
 - Favours international comparability of labour statistics;
 - Favours methodological consistency across topics and sources;

The 2022-23 Gambia Labour Force Survey

- The **19th ICLS** - Adopted resolutions concerning statistics of work, employment and labour underutilization.
- The **20th ICLS** - Adopted four resolutions concerning statistics on work relationships, child labour and the methodology of SDG indicators on labour rights and youth employment.
- The 2022-23 Gambia LFS is not comparable with the previous LFS (GLFS 2018) due to significant modifications to the previous questionnaire which was done to ensure that the current round is fully aligned with latest statistical standards.
- The 2022-23 GLFS provides comprehensive data on the status of the labour market (It provides a snapshot of the labour market from January 2023 to March 2023).

Survey methodology

- **Eligibility for the employment module:** 5 years and older
- The sample for the 2022-23 GLFS was a stratified sample selected in two stages. In the first stage, Enumeration Areas(EAs) were selected with a probability proportional to their size within each sampling stratum
- 14 Strata (Region and urban/rural)
- The 2013 Population and Housing Census sampling frame.
- In the second stage, the households were systematically sampled.
- The International Labour Organization (ILO) LFS sample size calculation template (spreadsheet) was used for the calculation.
- Overall sample size of 7,180 households
- In each EA, 20 residential households were selected based on systematic sampling strategy.
- Final dataset weighted

Results of Household and Individual interviews

	Selected/Eligible	Interviewed	Response Rate
Household	7,180	6,595	91.85
Individual	53,689	48,300	89.96

Definition of work

- **Work:**

1st international definition: work is any activity performed by persons of sex to produce goods or provide services for use by others or for own use.

(19th ICLS)

Forms of work – basic concepts

Employment – activities done to produce goods and services in exchange for pay or profit

Own-use production work – activities to produce goods and services mainly for own final use by household/family

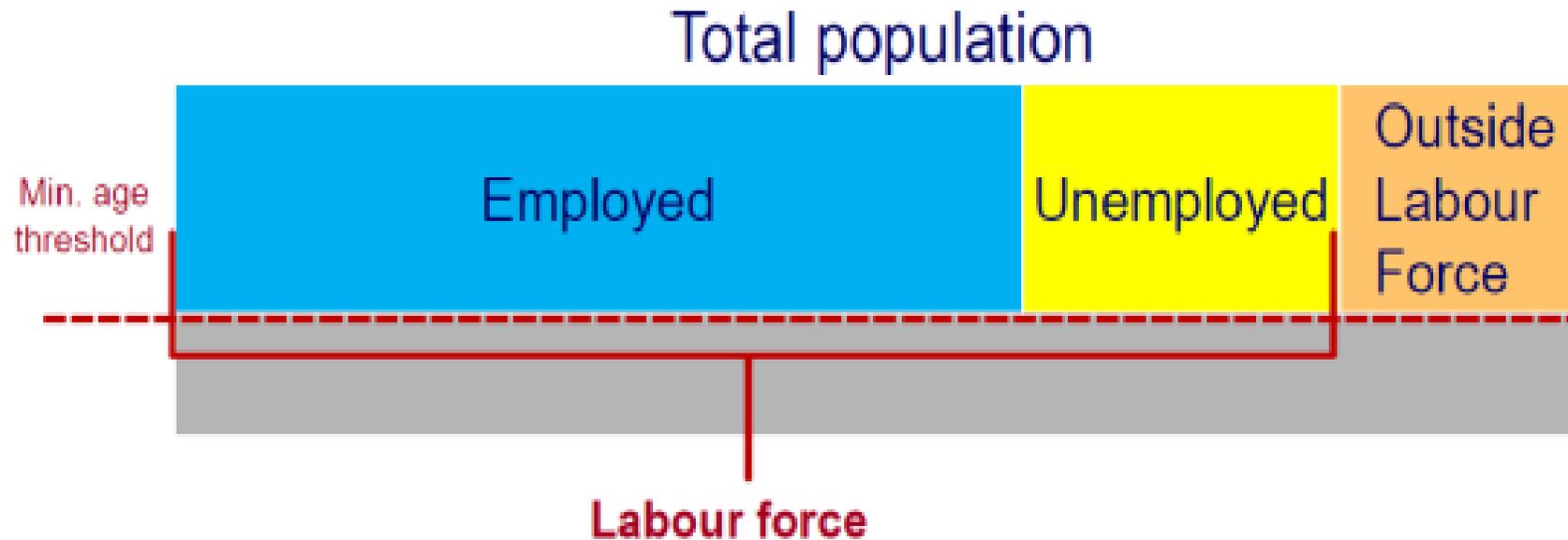
Unpaid trainee work – Activities to produce goods and services for others performed without pay in order to acquire workplace experience or skills

Volunteer work - Non compulsory activities performed without pay to produce goods and services for others

Other work activities – e.g. Compulsory activities performed without pay to produce goods and services for others

Labour Force Status Classification

- The working age population consists of the population 15 years and older.
 - 3 mutually exclusive and exhaustive groups



Labour Force Participation Rate (LFPR)

- The **LFPR** is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age.
- The level and pattern of labour force participation depends on employment opportunities and the demand for income, which may differ from one category of persons to another.
- The breakdown of the labour force by sex and age group gives a profile of the distribution of the labour force within a country.
- The indicator is also useful for understanding the labour market behaviour of different segments of the population.

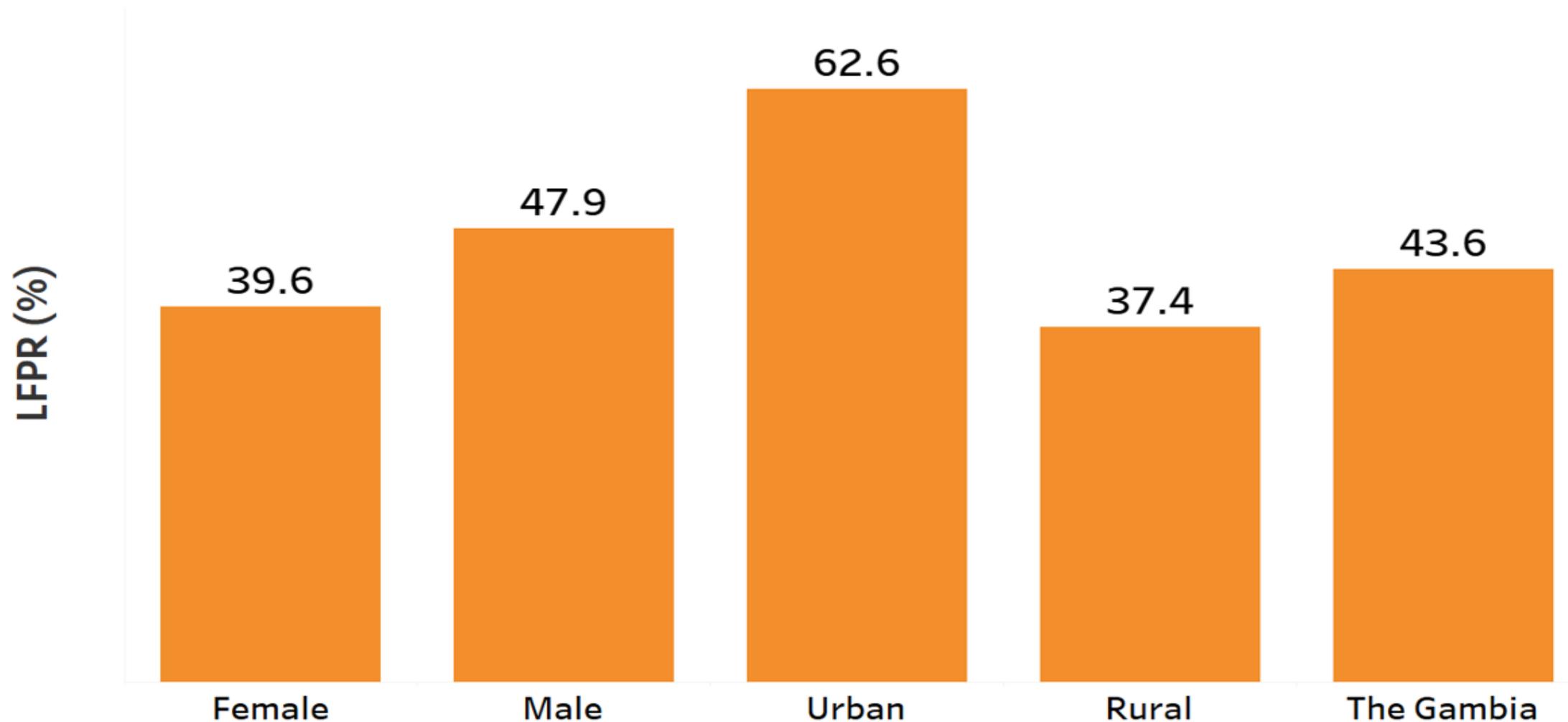
Source: ILO

Labour Force Participation Rate (LFPR)

- **The labour force participation rate (LFPR) is 43.6 per cent.**
- Meaning on average, four in ten persons of working age are engaged in the labour market by either working or being unemployed.
- Labour force participation rate (LFPR) is higher for **males (47.9%)** than for **females (39.6%)**.
- In terms of place of residence, the LFPR is much higher in urban compared to rural areas (**62.6% and 37.4% respectively**)

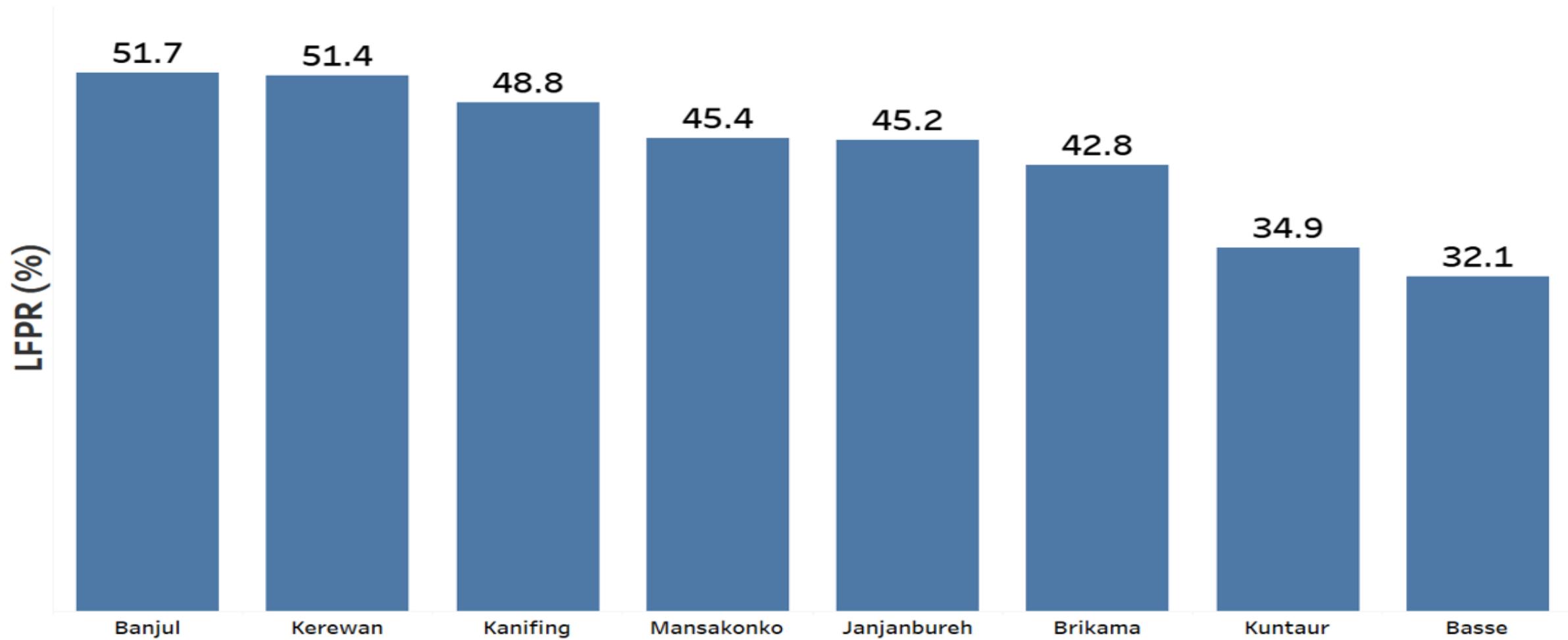
Labour Force Participation Rate (LFPR)

Labour Force Participation Rate by Sex and Residence

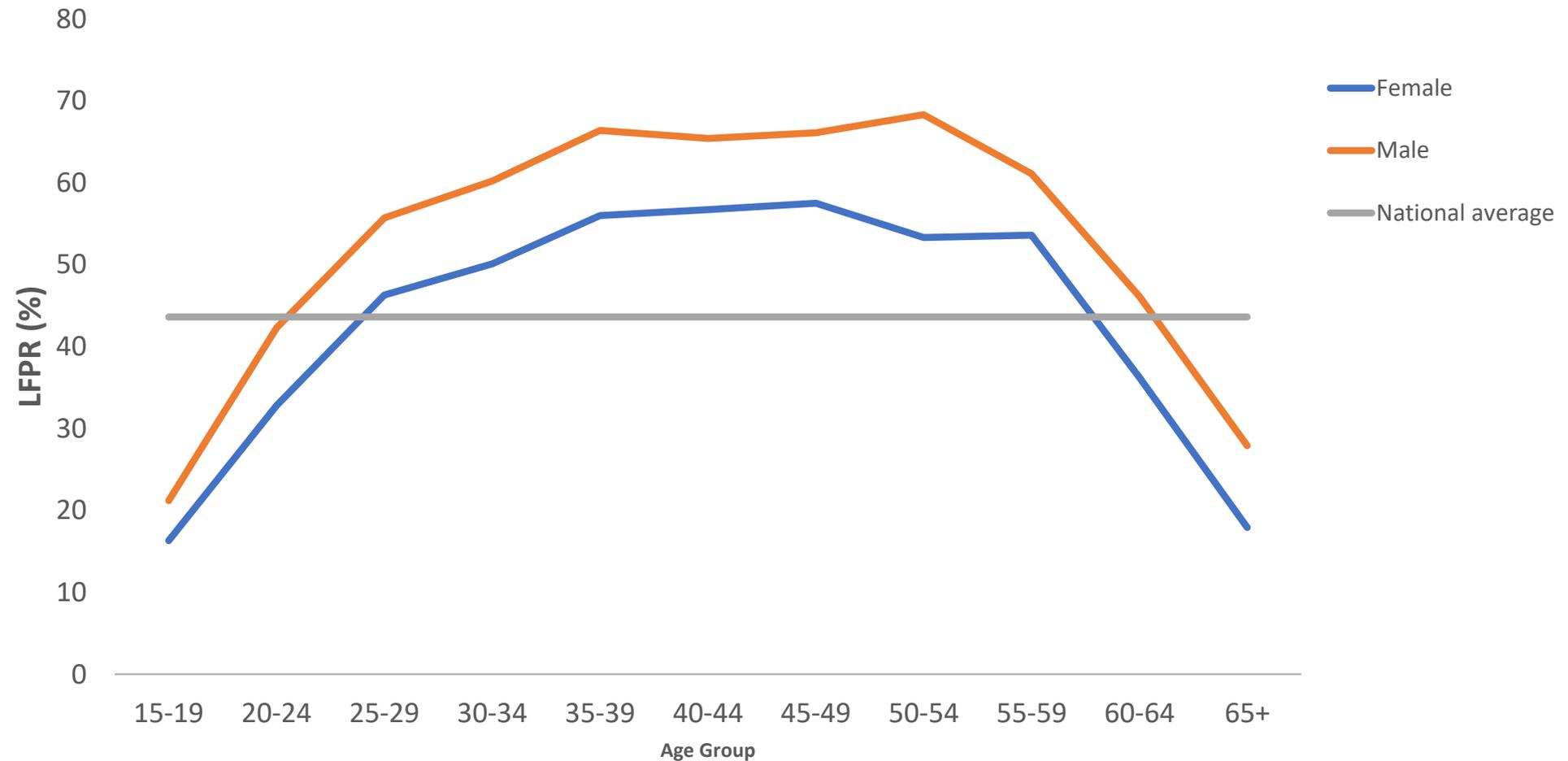


LFPR by Local Government Area (LGA)

Labour Force Participation Rate by Local Government Area



LFPR by sex and age group



Employment to population ratio

- The **employment-to-population ratio** informs on the share of the working age population who are employed.
- The employed are all those persons of working age who, during the previous week, were engaged in any activity to produce goods or provide services in exchange for pay or to generate profit (in cash or in kind).
- A high ratio means that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not involved directly in market-related activities, because they are either unemployed or (more likely) out of the labour force altogether.

Employment to population ratio cont.

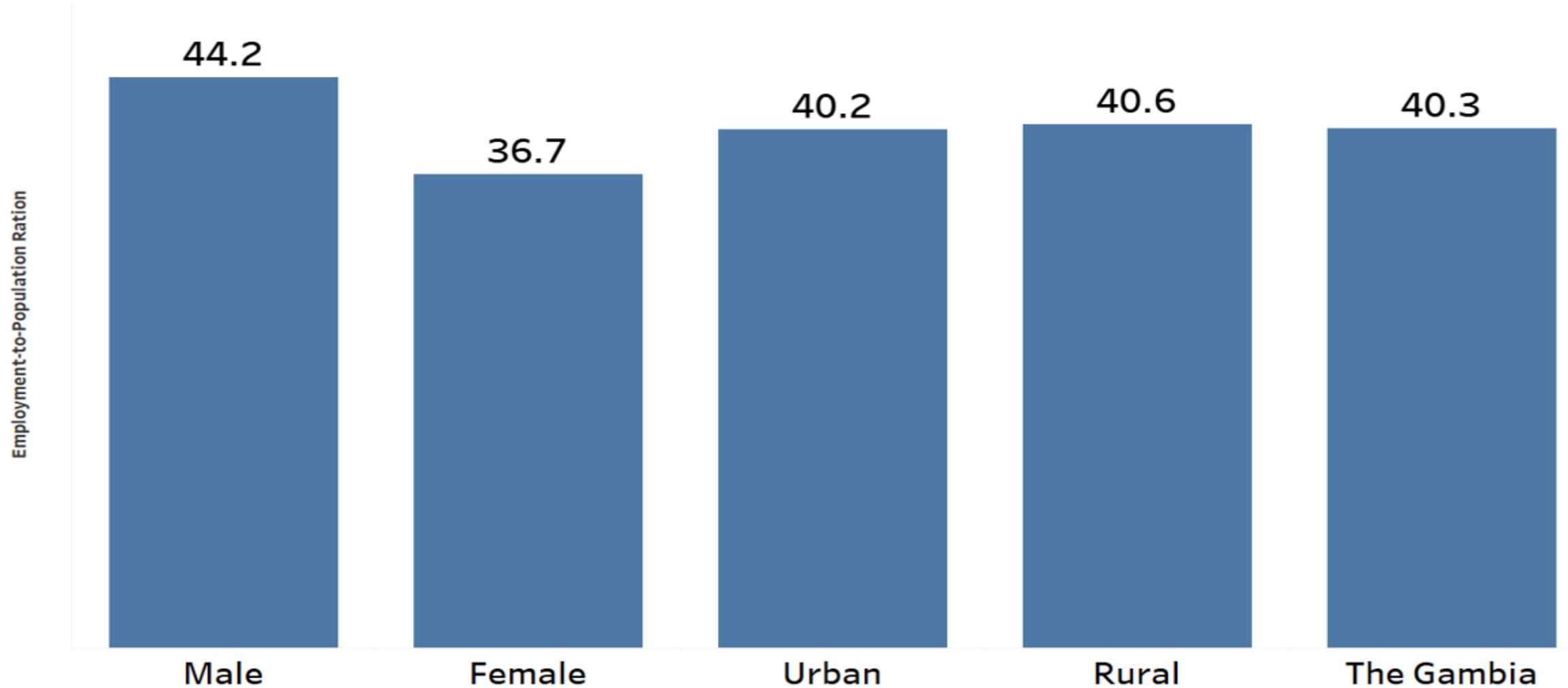
- The employment-to-population ratio provides information on the ability of an economy to create employment. Although a high overall ratio is typically considered as positive, the indicator alone is not sufficient for assessing the level of decent work or decent work deficits.
- Additional indicators are required to assess such issues as hours of work, informal sector employment, underemployment and working conditions.
- In fact, the ratio could be high for reasons that are not necessarily positive – for example, where education options are limited, young people tend to take up any work available rather than staying in school to build their human capital.
- Source: ILO

Employment to population ratio cont.

- For these reasons, it is strongly advised that indicators should be reviewed collectively in any evaluation of country-specific labour market policies.
- Employment to population ratio stands at **40.3 per cent** at national level.
- The employment-to-population ratio was higher among **men (44.2%)** than **women (36.7%)**.
- The employment-to-population ratio is similar in **urban (40.2%)** and rural **areas (40.6 %)**.

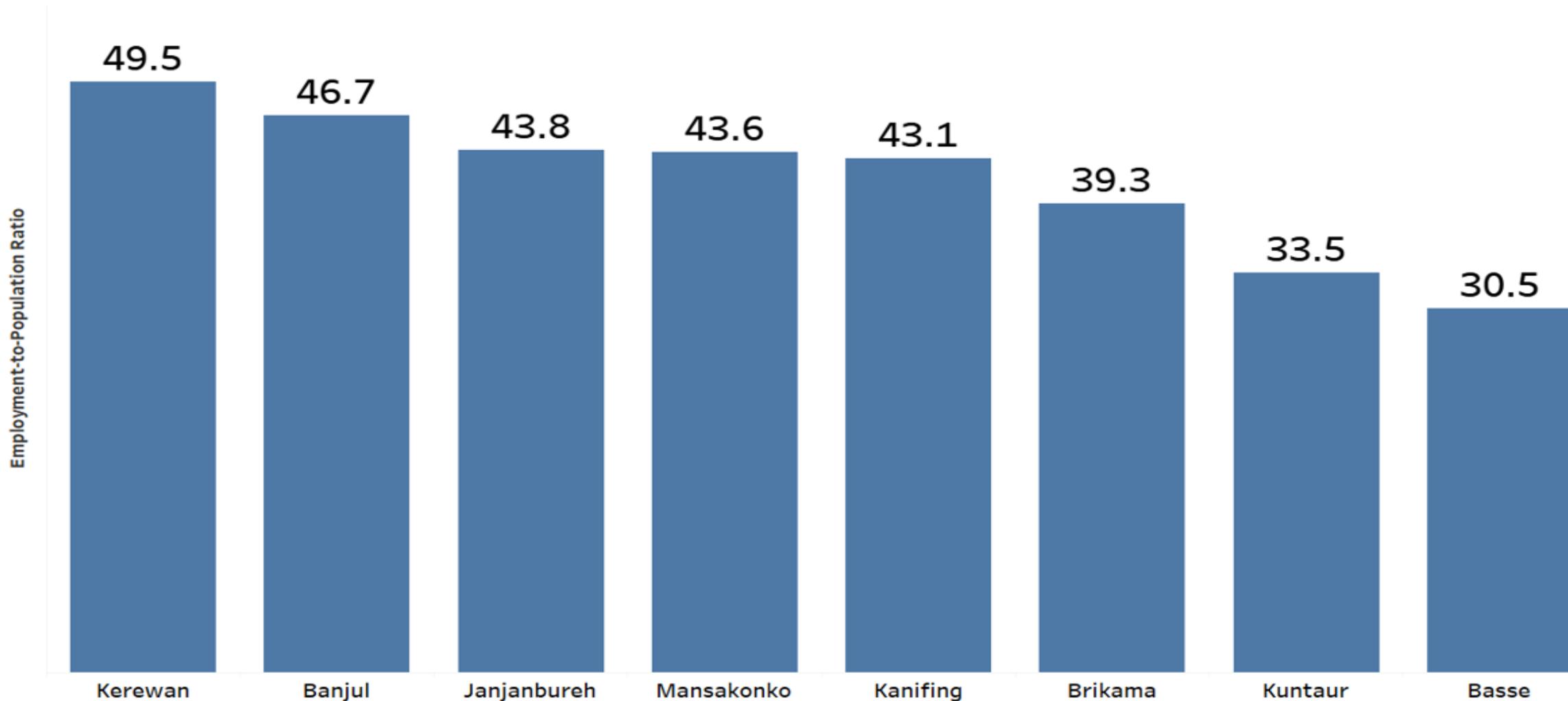
Employment to population ratio Sex and Residence

Employment-to-Population Ratio by Sex and Residence



Employment to population ratio by LGA

Employment to Population Ratio by LGA



The unemployment rate

- The unemployed are persons of working age who
 - (i) were not employed during the previous week,**
 - (ii) actively looked for a job in the past four weeks,**
 - (iii) have been available for a job during the previous week or in the two coming weeks.**
- In essence, the unemployment rate reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work.

Limitations of the unemployment rate

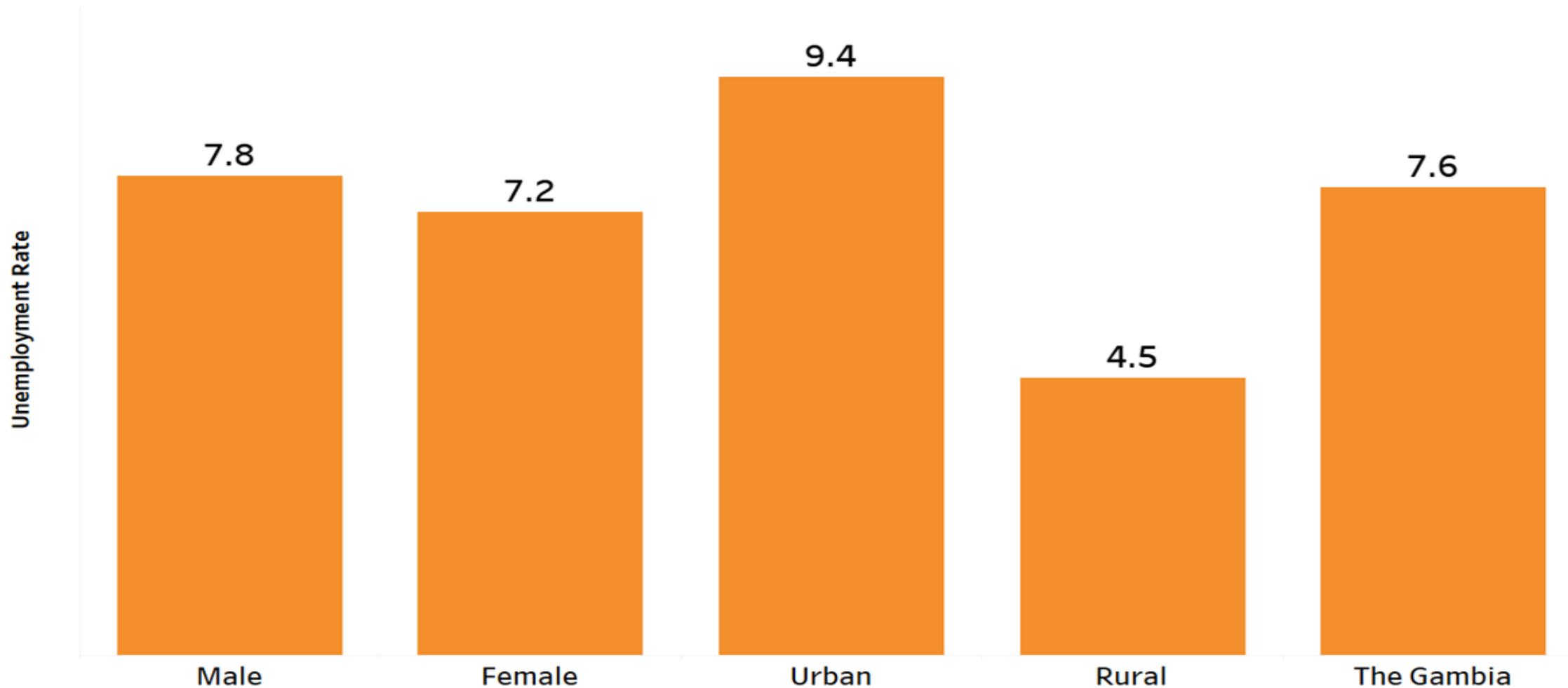
- There may be persons not currently in the labour market who want to work but do not actively “seek” work because they view job opportunities as limited, or because they have restricted labour mobility, or face discrimination, or other structural, social or cultural barriers.
- Another factor leading to exclusion from the unemployment count concerns the criterion that workers are available for work during a given (short) reference period. A short availability period tends to exclude those who would need to make personal arrangements before starting work, such as for child care or other household affairs, even if they are “available for work” soon after the short reference period. As women are often responsible for household affairs and care, they represent a significant part of this group.

The unemployment rate cont.

- **The unemployment rate stands at 7.6 per cent** indicating that roughly among 13 persons in labour force, there was one person unemployed.
- **The male unemployment rate (7.8%)** was slightly higher than the **female unemployment rate (7.2%)**.
- In terms of place of residence, the unemployment rate was higher in **urban areas (9.4%)** than in **rural areas (4.5%)**.

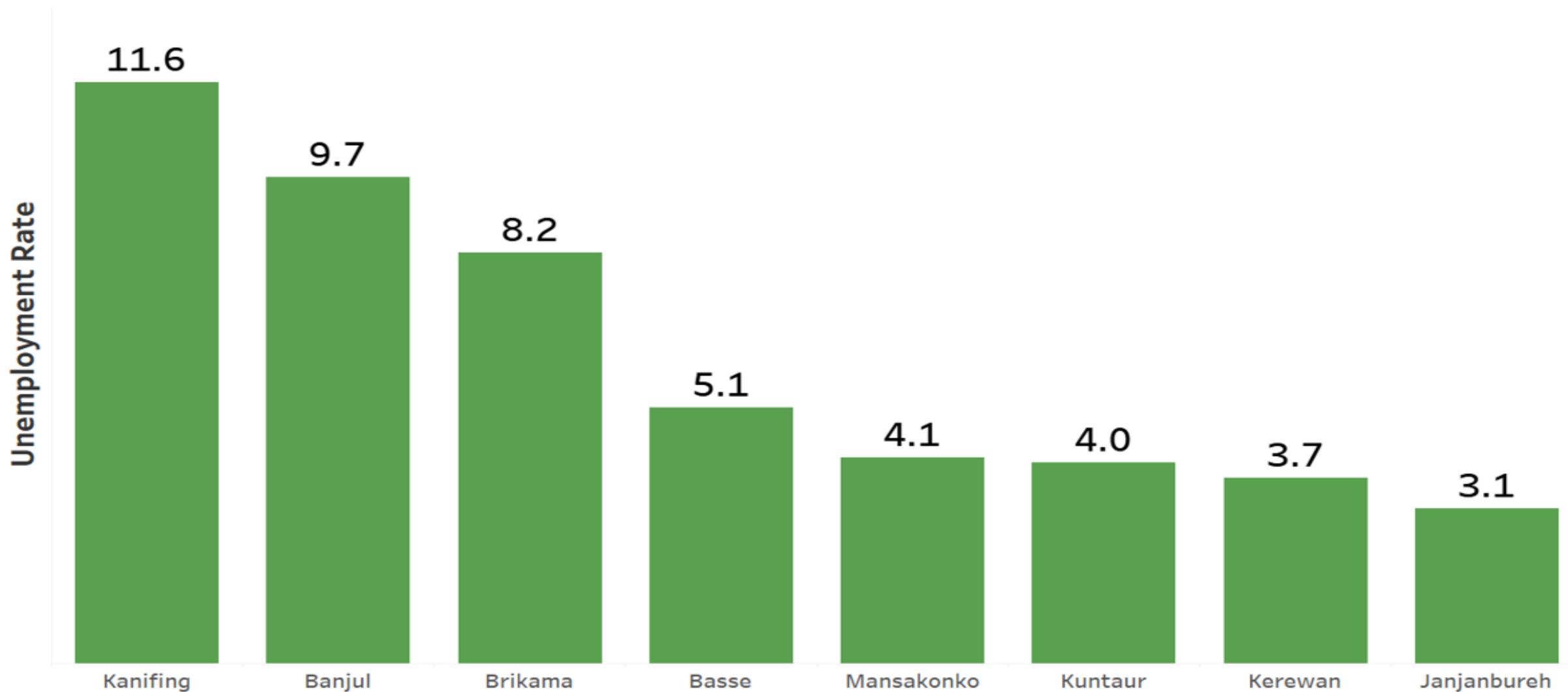
The unemployment rate cont.

Unemployment Rate by Sex and Residence



The unemployment rate by LGA

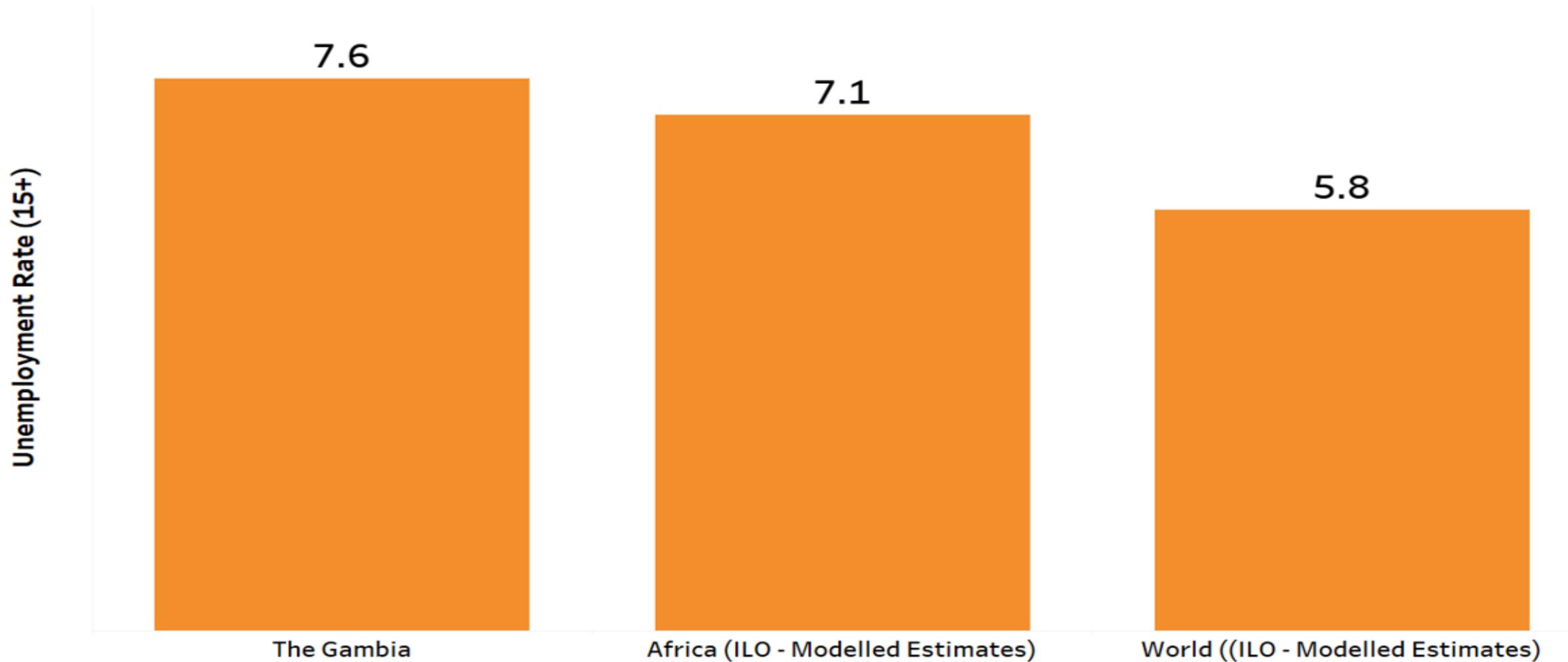
Unemployment by Local Government Area (LGA)



Unemployment rate - GLFS 2022-23 compared to ILO-modelled estimates

Unemployment rates for Africa and the World (ILO - Modelled Estimates) - 2023

source: International Labour Organisation (ILO)

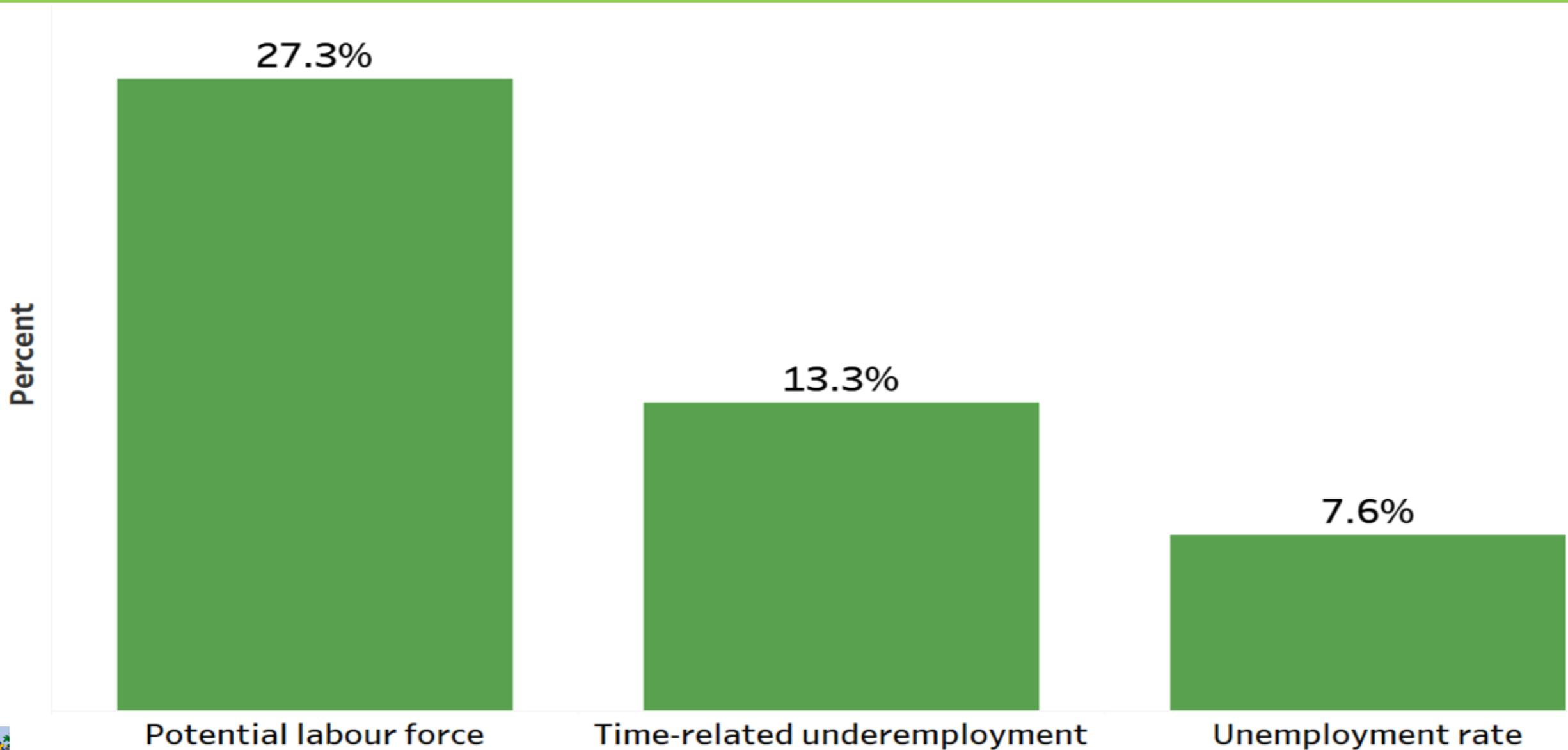


Labour underutilization

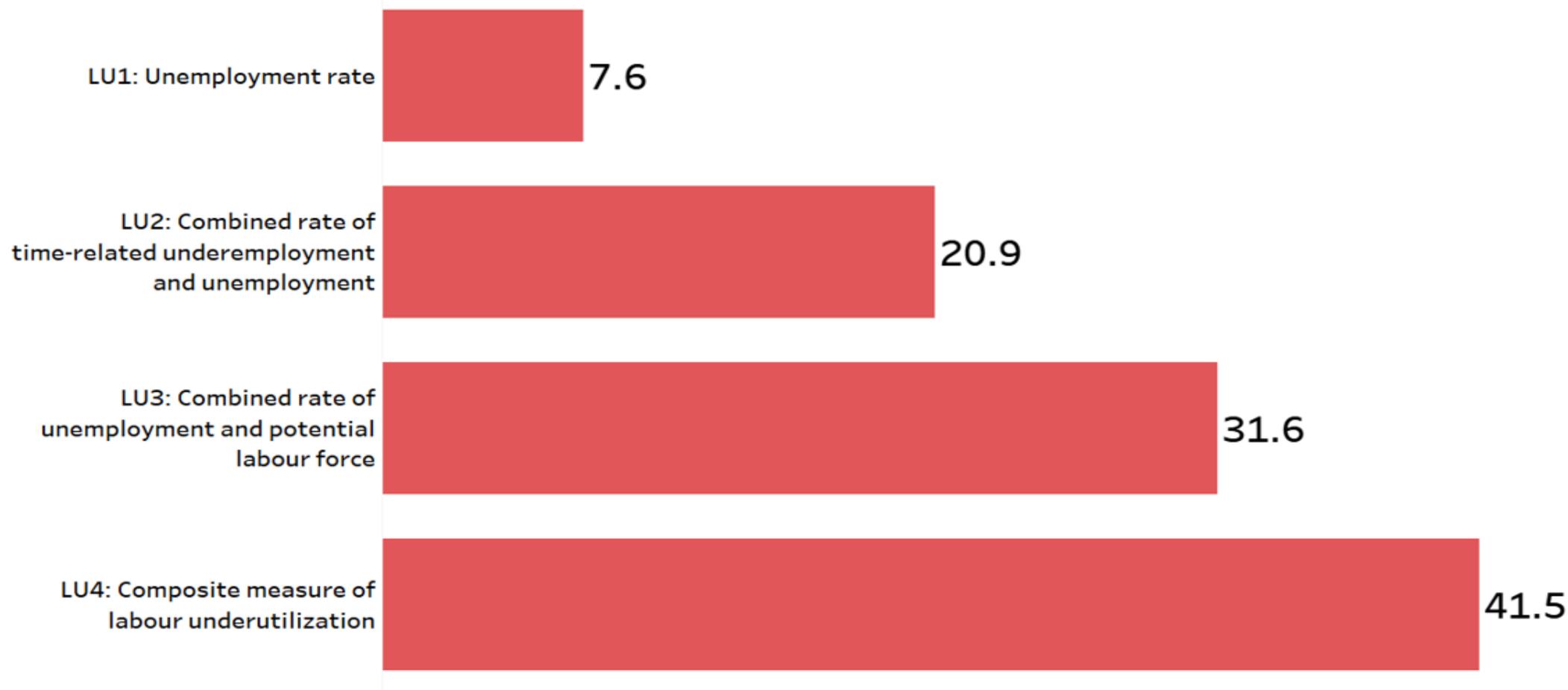
- The unemployment rate does not reflect all the **unmet needs for employment** and therefore other indicators have been developed to better measure the various forms of labour underutilization.
- Labour underutilisation refers to the percentage of persons in the labour force who are not being fully utilised (time-related underemployed), unemployed, as well as some who are outside the labour force but who have a stronger attachment with the labour market (potential labour force). The 3 components of labour underutilisation are:
 - **Time-related underemployed**
 - Employed, but with insufficient working time
 - Wanting and available to work more hours
 - **Unemployed**
 - Not employed, but “currently available supply of labour”
 - Seeking and available to work
 - **Potential labour force**
 - Not employed, but “potential supply of labour”
 - Seeking, but not available to work
 - Not seeking, but available and wanting to work



Labour underutilization cont.



The New Combined Labour underutilization Indicators



Combined Indicators of Labour Underutilisation (%)

Potential Labour Force – Discouraged jobseekers

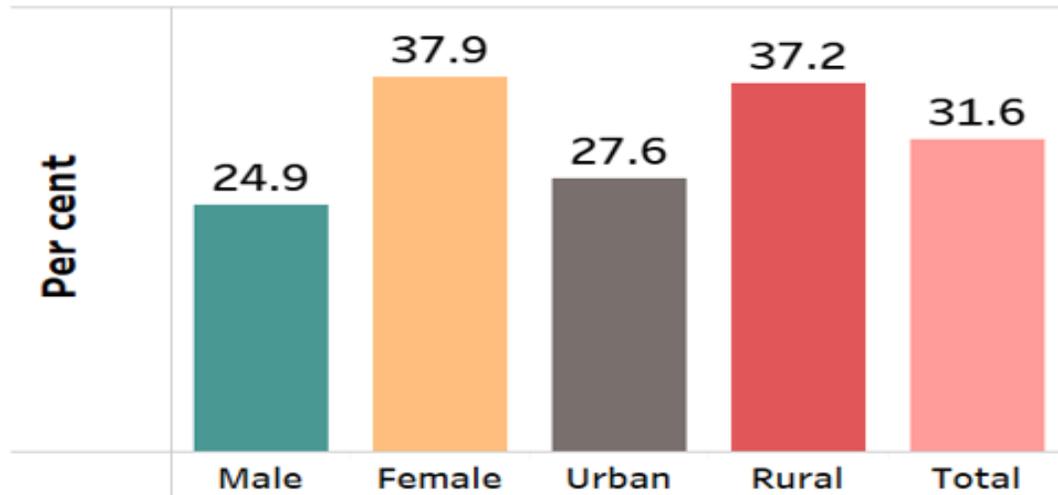
- A subgroup of the potential labour force is the **discouraged jobseekers**. Discouraged jobseekers are those outside the labour force who did not “seek employment” for labour market-related reasons, such as past failure to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers.
- For the population outside the labour force, **11.8%** consists of discouraged job-seekers.

A Better Proxy for the Unemployment Rate for The Gambia

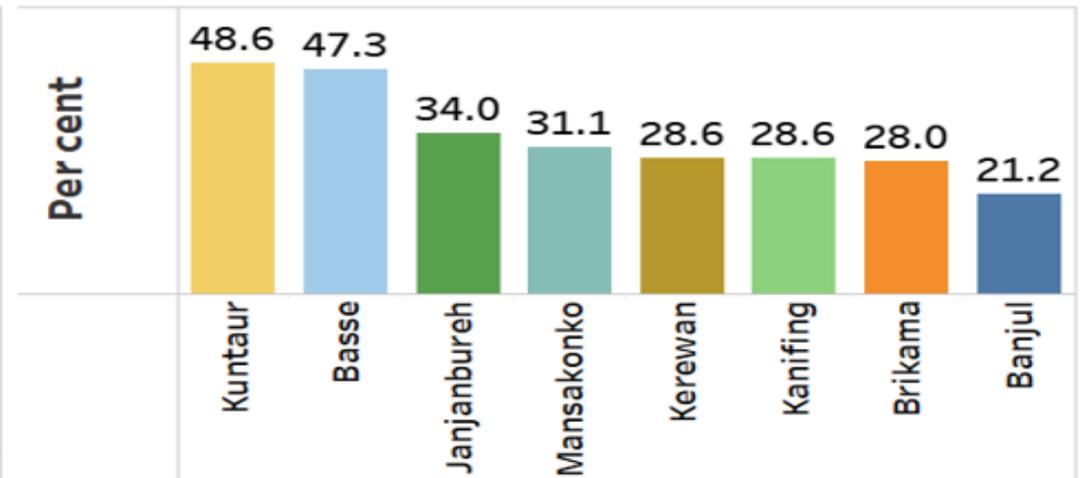
- **The unemployment rate (LU1)** for The Gambia is 7.6%. However, this indicator does not reflect the unmet needs for employment in The Gambia. There were persons not in the labour market who wanted to work but did not actively “seek” work during the reference week for various reasons. The short availability period for the unemployment indicator tends to exclude those who would need to make personal arrangements before starting work. For these reasons, the Gambia adopted **LU3 (the combined rate of unemployment and the potential labour force)** as a proxy for the unemployment rate (31.6%). The combined rate of unemployment and the potential labour force for the youth population is 38.6%. The dashboard below shows the distribution of LU3 by sex, residence and LGA for the population 15+ and (15-35).
- **The aggregate labour underutilisation (time-related underemployment + unemployment + potential labour force) for the country is 41.5%**

A Better Proxy for the Unemployment Rate for The Gambia (LU3)

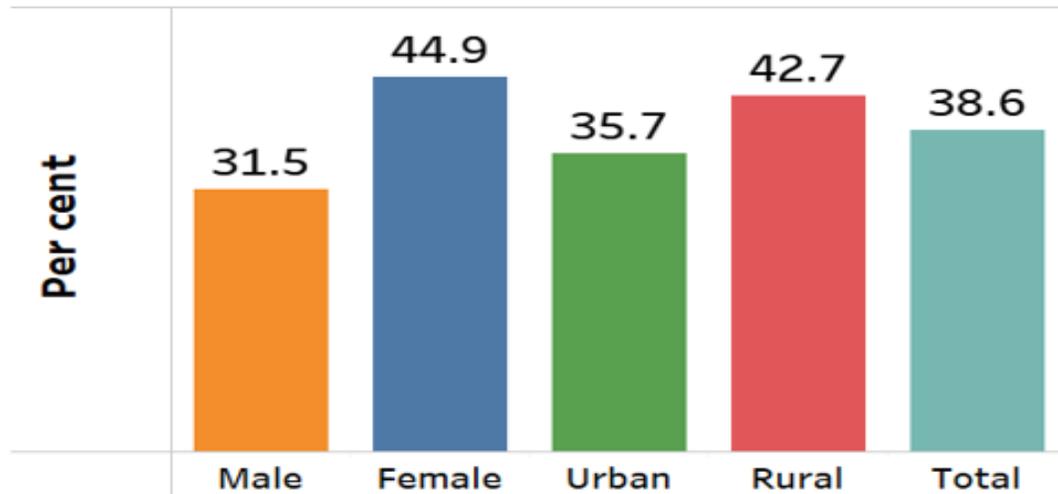
LU3 by Sex and Residence for the Population 15+



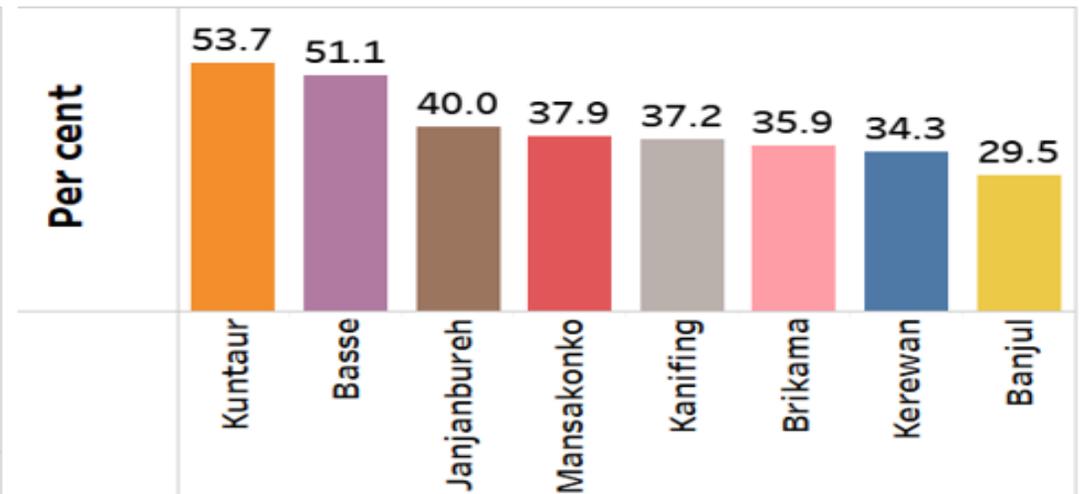
LU3 by Local Government Area (LGA) for the Population 15+



LU3 by Sex and Residence for the Youth Population (15-35)

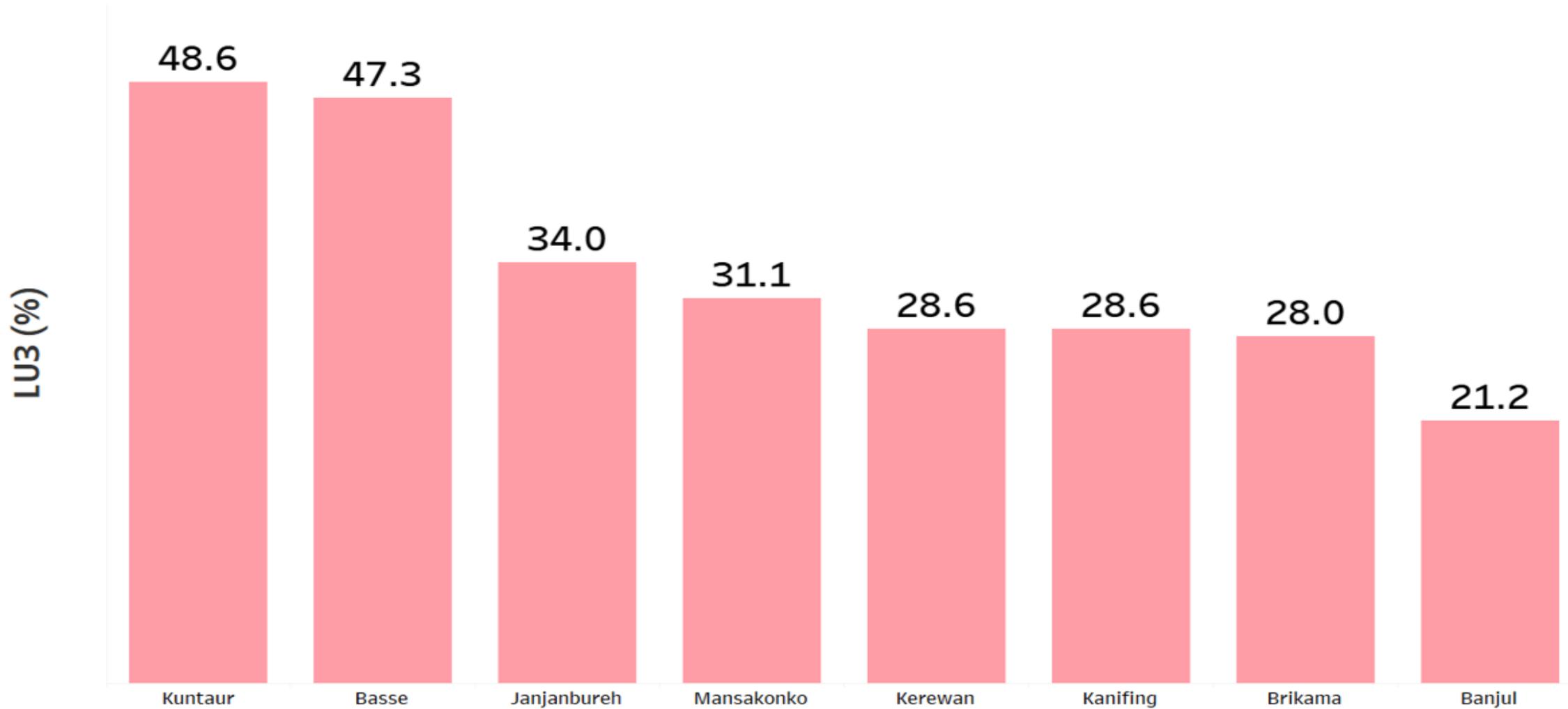


LU3 by Local Government Area (LGA) for the Youth Population 15-35



Labour underutilization by Local Government Area

Combined Rate of Unemployment and the Potential Labour Force (LU3) by LGA



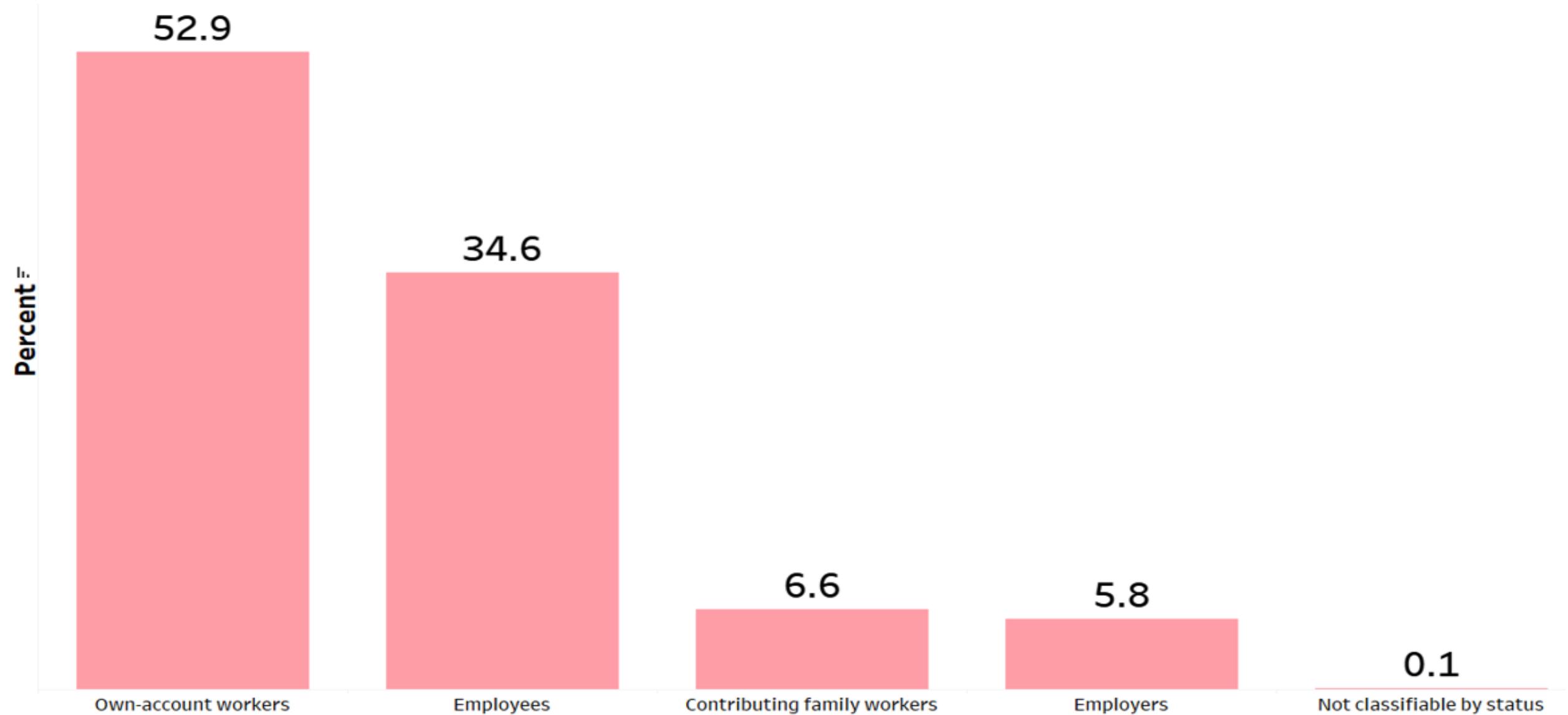
Status in Employment (ICSE - 93)

- The ICSE classifies jobs held by persons at a point in time. A job is classified with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations. The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment:
- Employees, paid apprentice/intern
 - all those workers who hold the type of job defined as paid employment jobs
- Employers
 - Have engaged one or more persons to work for them in their business as employee(s)
- Own-account workers
 - Have not engaged any employees on a continuous basis
 - May have engaged employees during the reference period but not on a continuous basis
 - May work with or without the assistance of contributing family workers

Status in Employment (ICSE - 93)

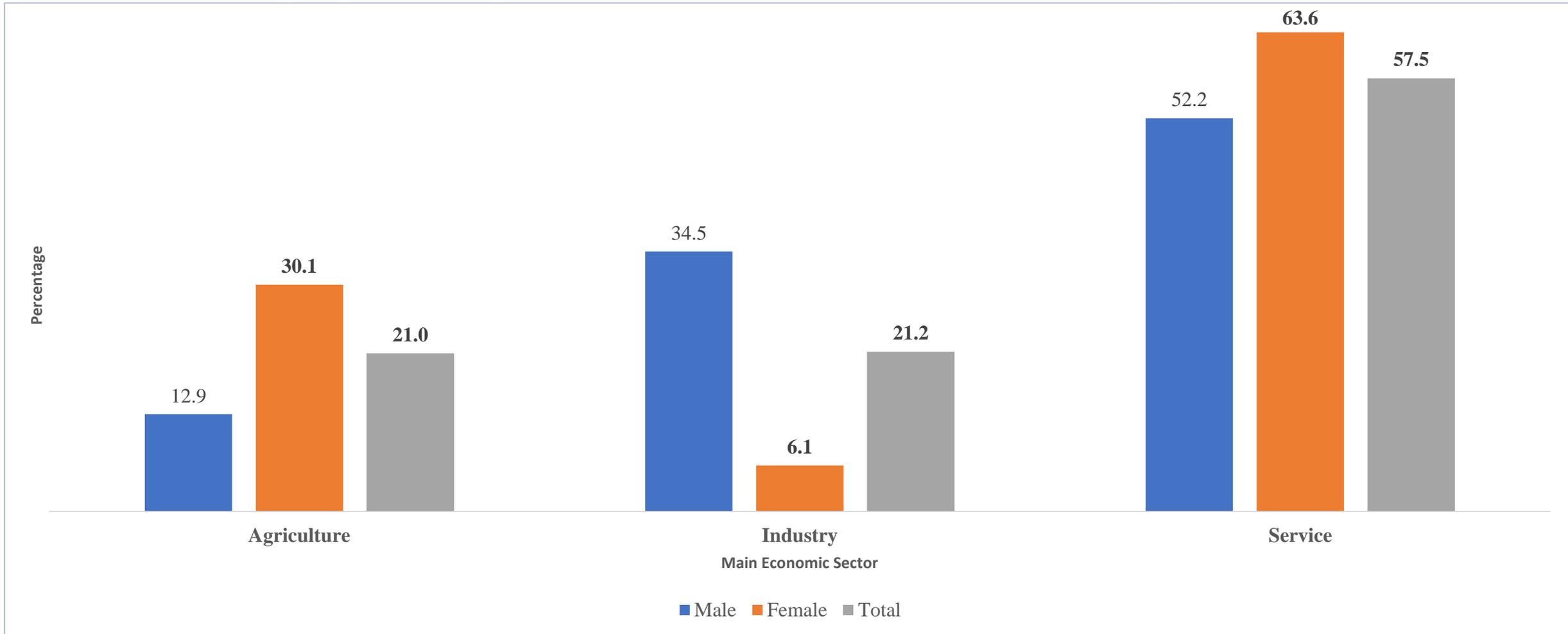
- Members of producers' cooperatives
 - Hold a self-employment job in a cooperative producing goods and services, in which each member takes part on an equal footing with other members in determining the organization of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members'.
- Contributing family workers
 - Hold a self-employment job in a market-oriented establishment operated by a related person living in the same household

Status in Employment (ICSE – 1993)

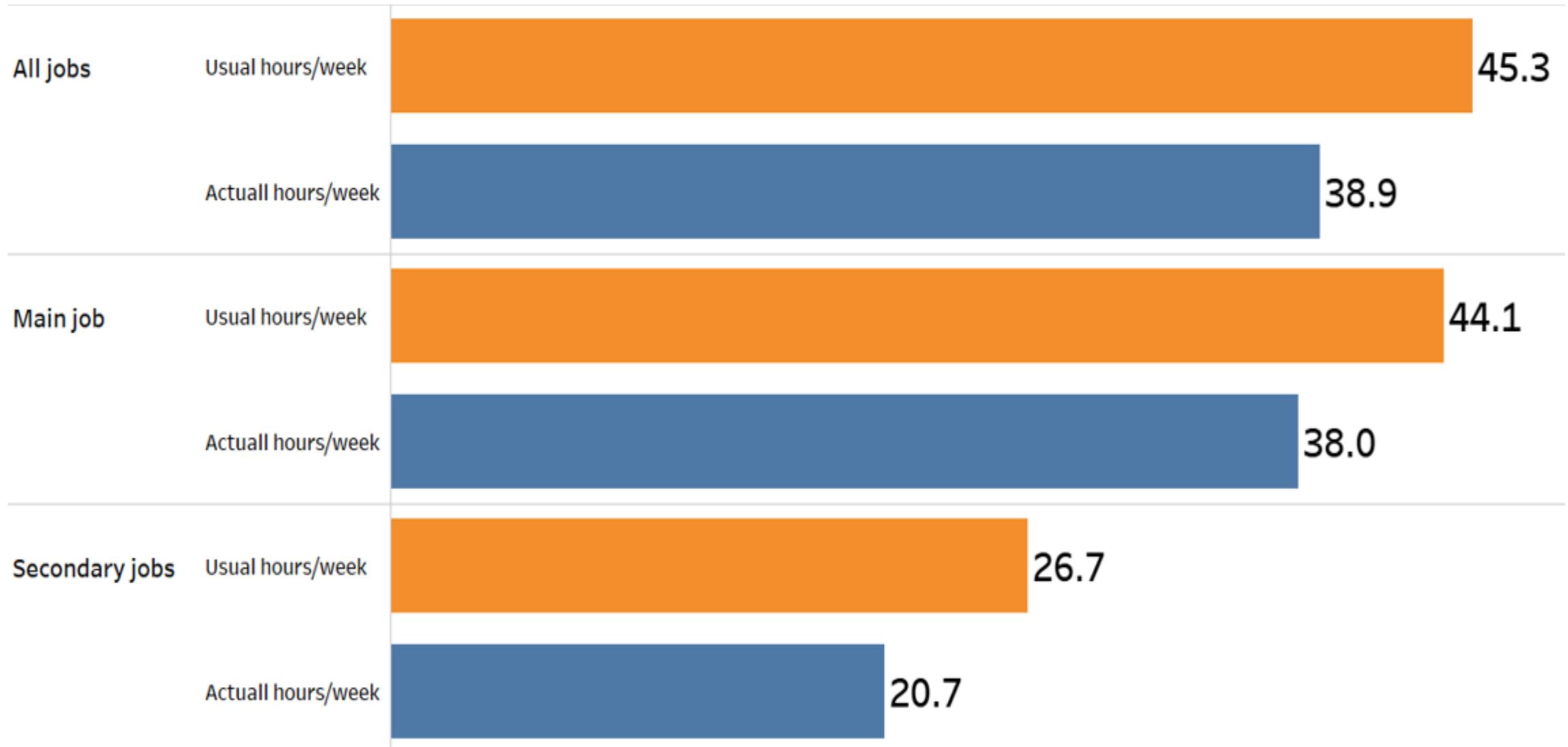


Economic Activity

- Share of employment by broad branch of economic activity.



Working time: Average Hours Usually and Actually Work per Week in the Reference Week



Occupation

Occupations performed by employed:

- **Services and sales workers accounts for 32.6 per cent,**
- **skilled-agricultural, forestry and fishery workers for 17.6 per cent,**
- **craft and related trades workers (17.5%) and elementary occupations 13.8 per cent.**
- **The proportion of highly qualified staff such as managers, professionals and technicians reaches 12.1 per cent.**

Informal/formal Sector

- **FORMAL/INFORMAL SECTOR (Nature of the production unit)**

- **Several conditions used:**

- Institutional sector (public/private)
 - Business incorporation (as in separate legal entity)
 - Business registration with GRA and
 - Keep written record of accounts (for tax purposes)
 - Establishment size
 - Type of place of work

Informal/formal Sector



Formal/Informal Employment

Informal employment:

- Informal employment gathers employers and own-account workers engaged in the informal sector (i.e. not registered with GRA and does not keep written accounts), as well as employees who do not benefit from social protection such as pension funds, paid annual leave or sick leave.
- **The proportion of informal employment in total employment reaches 79.4 per cent.**
- **A proportion of workers in the formal sector do not benefit from social protection (15.4%).**

Employment characteristics



Women in the labour market

- **As mentioned earlier, Women labour force participation rate is lower than that of male (39.6% and 47.9% respectively).**
- **Almost seven in ten women are own-account workers compared to nearly four in ten among men.**
- **The proportion of female employees is twice lower than that of male employees (20.9% and 46.8% respectively).**
- **They are mainly engaged in the sector of services (63.6%) performing services and sales work (45.8%) and in the agricultural sector (30.1%) as skilled workers (25.4%).**

Women in the labour market cont.

- The situation of male employees displays a different picture, while a majority have found employment in services (52.2%) as services and sales workers (20.7%) and in the industry sector (34.5%) as craft and related trades workers (28.8%) and plant and machine operators and assemblers (9.8%).
- **The proportion of women in managerial positions** (SDG indicator 5.5.2) under Goal 5 “Achieve gender equality and empower all women and girls” **stands at 36.1 per cent**, below the objective of equal opportunities for leadership.

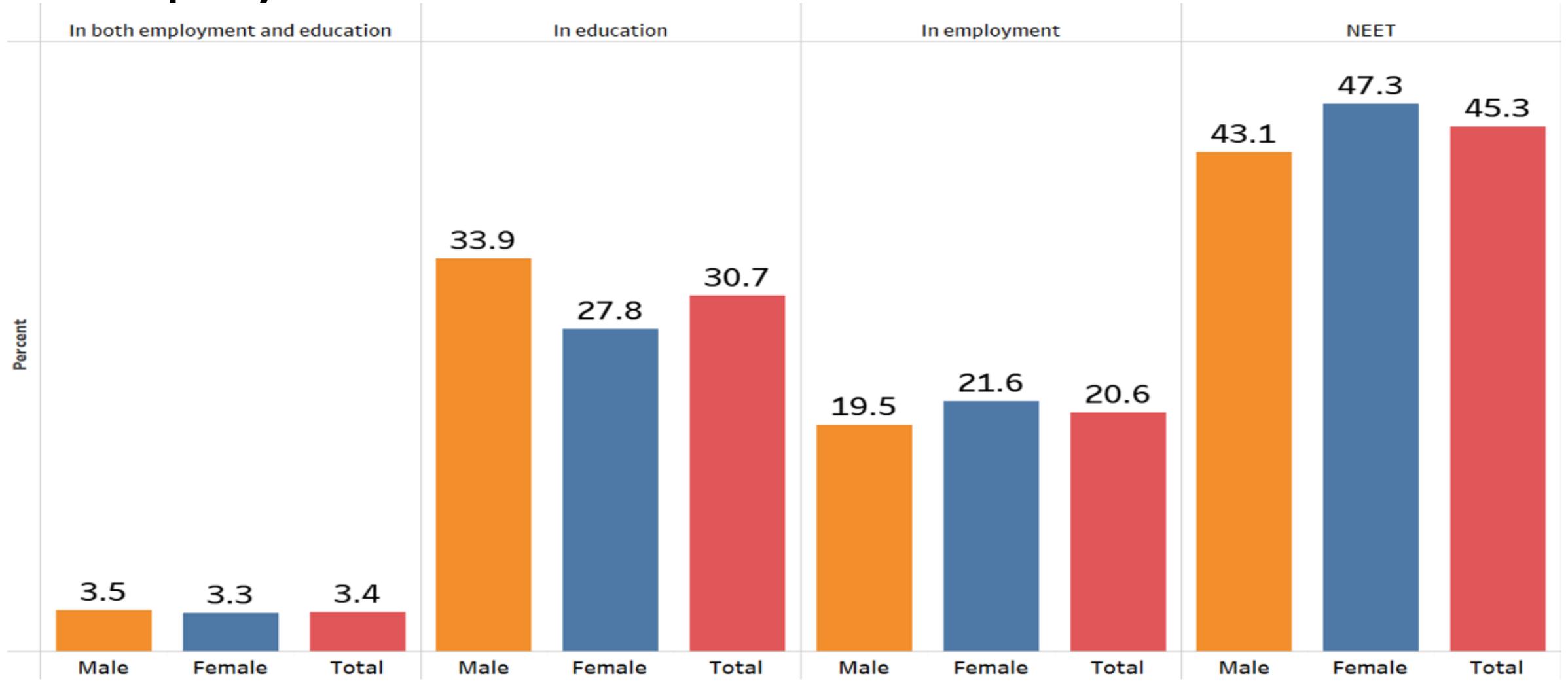
Youth (15-35yrs) in labour market.

- The youth's labour force participation rate is around fifteen points below that of adults (38.1% compared to 53.5%).
- The unemployment rate is three times the corresponding adult rate (10.5% and 3.8% respectively).
- almost half of the youths are underutilised, **(LU4) stands at 48.6 per cent against 30.6 per cent among adults.**
- On average, six in ten youth work as self-employed and are mainly engaged in **informal employment (84.0%)**.
- Similar to the adult population, some gender disparities persist, young women are worse off than young males.

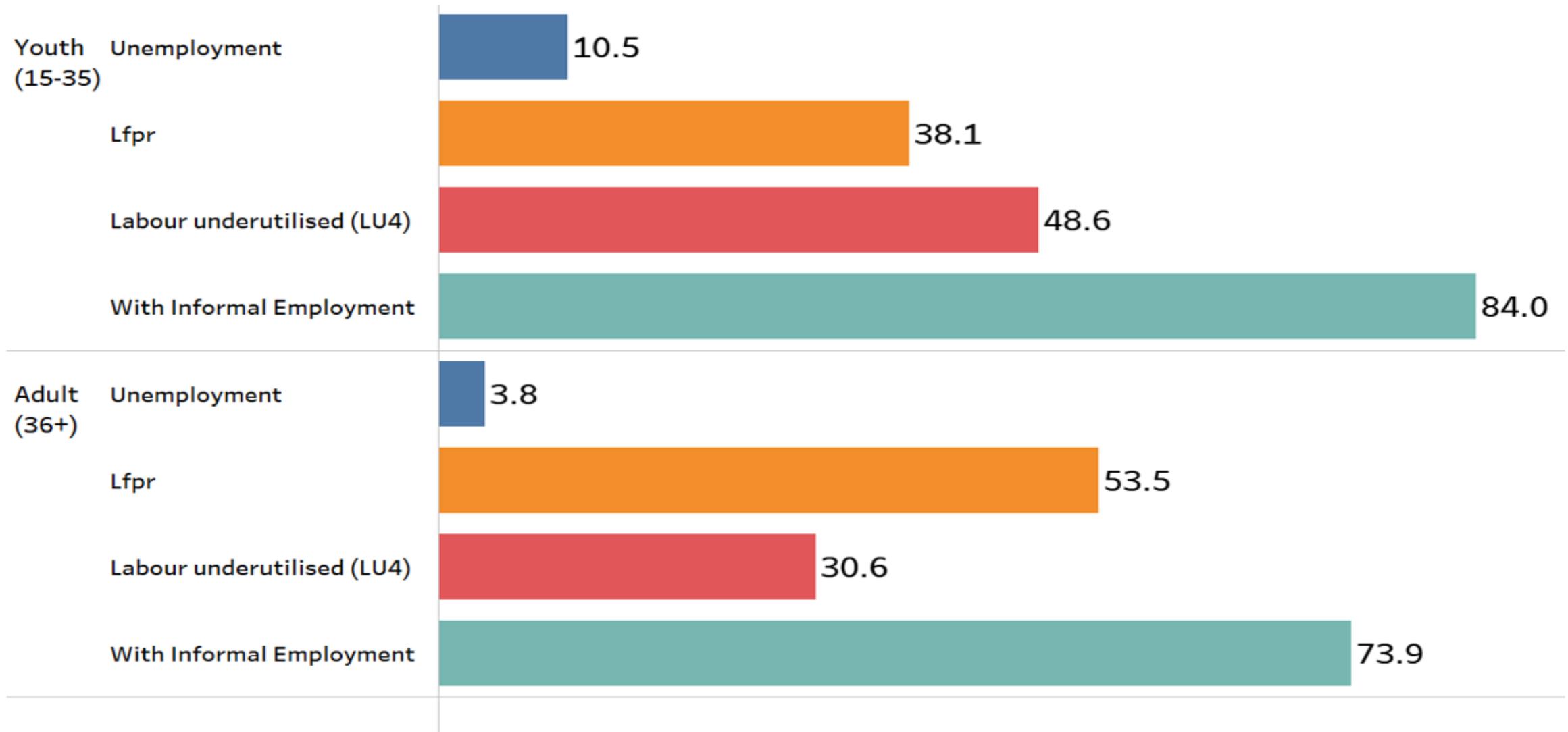
Not in employment, education or training (NEET).

- SDG indicator ‘Not in employment, education or training’ (NEET) is the only youth-specific indicator under Goal 8 ‘Decent work and economic growth’.
- The survey reveals that **45.3 per cent** of the youth are neither in employment nor in education.
- The fact that almost half of the youth do not participate in the economy is an issue in achieving sustainable development.
- However, this can be a strength for the economy in future if these youth are targeted with programmes like TVET etc.

Youth Population (15 – 35) with Respect to Employment and Education



Youth (15-35yrs) in labour market.



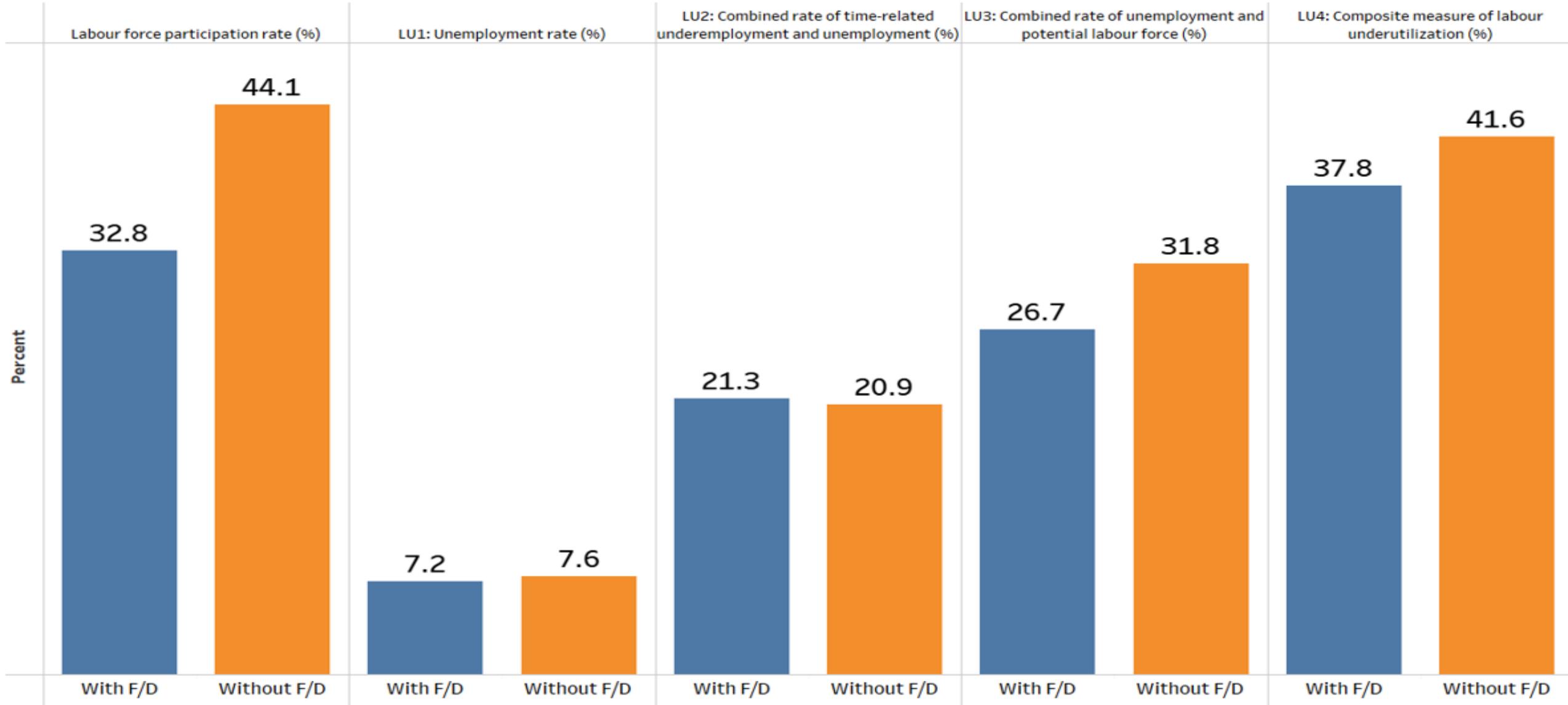
Workers with functional difficulties

- The criteria for identifying people with functional difficulties follows the Washington Group Short Set of functioning that assesses difficulties with six universal basic activities (functions): seeing, hearing, walking, self-care, cognition and communication. Respondents who answer “a lot of difficulty” or “cannot do it at all” to at least one of the six functioning questions are considered as disabled.
- On average, persons with functional difficulties represent 4.3 per cent of the working age population, but the proportion reaches **22.3 per cent** for those aged 60 years and over.

Workers with functional difficulties cont.

- The survey finds a lower participation of persons with functional difficulties in the labour force (32.8%) than that of persons without functional difficulties (44.1%), that can be partly due to the fact that they are older and may have reached retirement age.
- the unemployment rate of persons with functional difficulties (SDG indicator 8.5.2) stands at 7.2 per cent, a rate close to that of persons without functional difficulties.

Labour Force Participation and Labour underutilization Rates for Persons with Functional Difficulties



Child labour.

- The term “child labour” is often defined as work that deprives children of their childhood, their potential and their dignity. It refers to work that:
 - Harmful to the moral, physical and social wellbeing of children.
 - Interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

Whether or not particular forms of “work” can be called “child labour” depends on the child’s age, the type and hours of work performed, the conditions under which it is performed and the objectives pursued by individual countries.

Child labour.

- For the production of child labour indicators, the survey considered national legislation as well as international recommendation, in accordance with the ILO Minimum age convention 138, the ILO convention 182 and in line with the 20th ICLS: A child is considered to be in child labour if the following conditions are met:
 - Children aged 5-11: working for at least one hour in economic activity (work).
 - Children aged 12-14: working for 14 hours or more per week (non light work) or working in designated hazardous industries (mining and quarrying, and construction) or exposed to hazardous conditions or working in hazardous occupations.
 - Children aged 15-17: working for 43 hours or more per week or working in designated hazardous industries (mining and quarrying, and construction) or exposed to hazardous conditions or working in hazardous occupations.

Child labour.

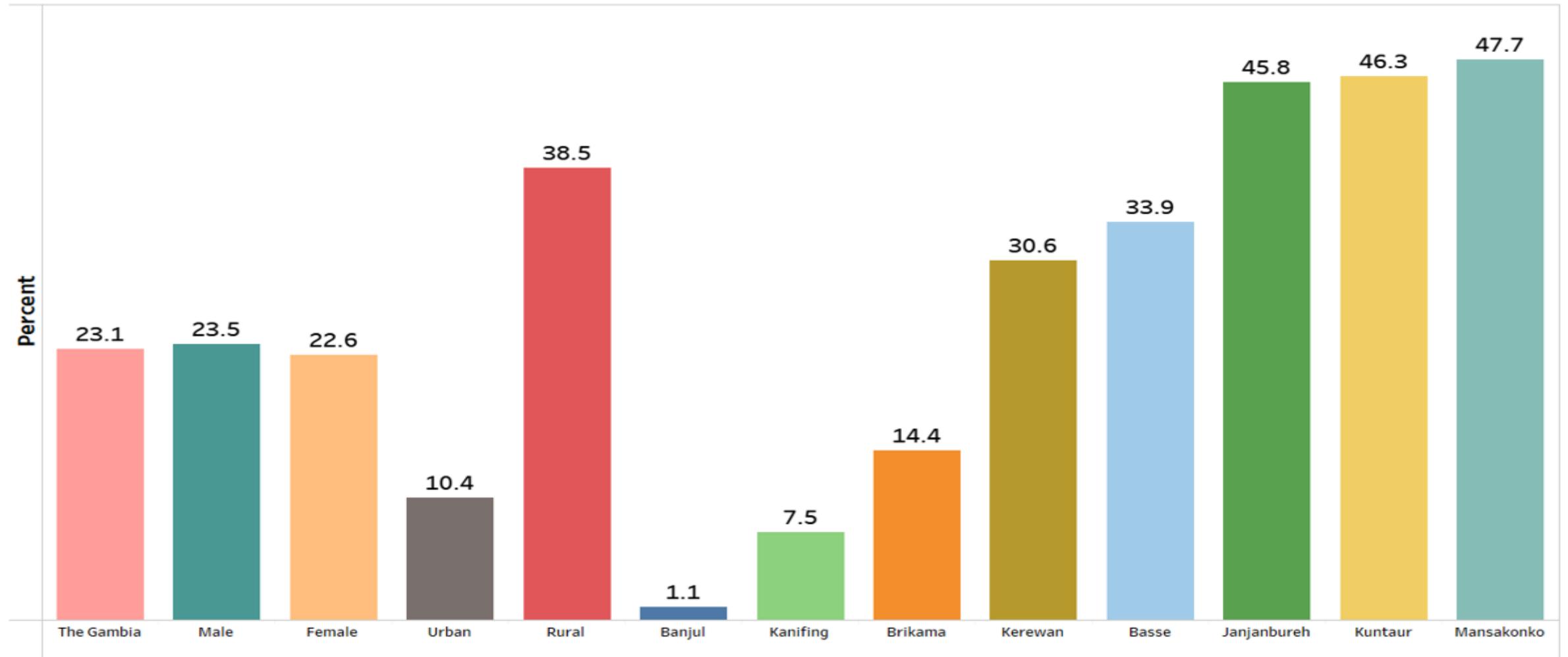
- Hazardous forms of work includes (Children's Act 2005):
 - Mining and quarrying
 - Carrying of heavy loads
 - Work in manufacturing industries where chemicals are produced or used
 - Work at the sea
 - Work in places such as bars, hotels, and places of entertainment where a child may be exposed to immoral behaviours
 - Work with machines such as powered tools
 - etc

Child labour.

- The survey shows that the proportion of children in child labour stands at 23.1 per cent.
- Child labour is predominant in rural areas whatever the sex of the child, the proportion of children in child labour is almost four times higher in rural areas (38.5%) compared to urban areas (10.4%).
- Over **45 per cent** of children in Mansakonko, Kuntaur and Janjanbureh are engaged in child labour.

Child labour.

Total Child Labour (5-17) by Sex, Residence and LGA



SDG indicators –GLFS 2022-23

Indicator	Sex		
	Male (%)	Female (%)	Total (%)
5. Gender equality			
5.5.2 Proportion of women in managerial positions	63.9	36.1	
8. Decent work and economic growth			
8.3.1 Proportion of informal employment in total employment	74.7	84.7	79.4
8.5.2 Unemployment rate, by sex, age and persons with disabilities	7.8	7.2	7.6
8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training	42.9	42.3	42.6
8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age	23.5	22.6	23.1
9. Industry, innovation and infrastructure			
9.2.2 Manufacturing employment as a proportion of total employment	12.9	5.0	9.1



Thank you for your kind attention