B.2. Labour force

7.8. The relevant standards on the labour force are developed and maintained by the International Labour Organization (ILO)[1]. The ILO standards are contained in the resolutions, adopted by the International Conference of Labour Statisticians (ICLS) at its sessions.

Box VII.1

The ILO definition of work

The Resolution concerning statistics of work, employment and labour underutilization (para. I), adopted by the Nineteenth Conference of Labour Statisticians, defines the statistical concept of work for reference purposes and provides operational concepts, definitions and guidelines for:

(a) Distinct subsets of work activities, referred to as forms of work;

(b) Related classifications of the population according to their labour force status and main form of work;

(c) Measures of labour underutilization.


7.9. According to the ILO resolution concerning statistics of work, employment and labour underutilization: Work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.

(i) Work is defined irrespective of its formal or informal character or the legality of the activity.

(ii) Work excludes activities that do not involve producing goods or services (e.g., begging and stealing), selfcare (e.g., personal grooming and hygiene) and activities that cannot be performed by another person on one’s own behalf (e.g., sleeping, learning and activities for own recreation).

7.10. The concept of work is aligned with the general production boundary as defined in the System of National Accounts 2008 (2008 SNA) and its concept of economic unit which distinguishes between:

(a) Market units (i.e., corporations, quasicorporations and household unincorporated market enterprises);

(b) Nonmarket units (i.e., government and nonprofit institutions serving households);

(c) Households that produce goods or services for own final use. Work can be performed in any kind of economic unit.
7.11. Persons may engage in one or more forms of work in parallel or consecutively, i.e., persons may be employed, be volunteering, doing unpaid trainee work and/or producing for own use, in any combination.

7.12. Ownuse production of goods, employment, unpaid trainee work, a part of volunteer work and “other work activities” form the basis for the preparation of national production accounts within the 2008 SNA production boundary. Ownuse provision of services and the remaining part of volunteer work complete the national production accounts i.e., beyond the 2008 SNA production boundary but inside the general production boundary (see Figure VII.1).

7.13. 

---

**Box VII.2**

**Work and the 2008 SNA**

To meet different objectives, five mutually exclusive *forms of work* are identified for separate measurement. These forms of work are distinguished on the basis of the intended destination of the production (for own final use; or for use by others, i.e., other economic units) and the nature of the transaction (i.e., monetary or nonmonetary transactions, and transfers), as follows:

(a) *Ownuse production work* comprising production of goods and services for own final use;

(b) *Employment work* comprising work performed for others in exchange for pay or profit;

(c) *Unpaid trainee work* comprising work performed for others without pay to acquire workplace experience or skills;

(d) *Volunteer work* comprising noncompulsory work performed for others without pay;

(e) *Other work activities* (not defined in this resolution).

These “other work activities” include such activities as unpaid community service and work by prisoners ordered by a court or similar authority, and unpaid military or alternative civilian service, which may be treated as a distinct form of work for measurement (such as compulsory work performed without pay for others).

Different units are relevant for the production of statistics on each form of work. For compiling and reporting, three basic units are persons, jobs or work activities, and time units:

(a) *Persons* are the basic unit for producing statistics on the population engaged in each form of work;

(b) A *job or work activity* is defined as a set of tasks and duties performed, or meant to be performed, by one person for a single economic unit:

(i) The term “job” is used in reference to employment. Persons may have one or several jobs. Those in selfemployment will have as many jobs as the economic units they own or coown, irrespective of the number of clients served. In cases of multiple jobholding, the main job is that with the longest hours usually worked, as defined in the international statistical standards on working time;

(ii) This statistical unit, when relating to ownuse production work, unpaid trainee work, and volunteer work is referred to as work activity;

(c) *Time units* are used for producing statistics of volume of work in reference to each form of work or to any combination thereof. These units may be short such as minutes or hours, or long such as halfdays, days, weeks or months.

Persons may be classified in a short reference period (seven days or one week) according to their *labourforce status* as being:

(a) In employment;

(b) In unemployment; or

(c) Outside the labour force; and among these, in the potential labour force.

**Source:** International Labour Organization (2013b).
The form of work identified as employment sets the reference scope of activities for labourforce statistics. The concept labour force refers to the current supply of labour for the production of goods and services in exchange for pay or profit.

Persons in employment are defined as all those of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise:

(a) Employed persons “at work”, i.e. who worked in a job for at least one hour;
(b) Employed persons “not at work” due to temporary absence from a job, or to workingtime arrangements (such as shift work, flexitime and compensatory leave for overtime). See also section C.3 below.

“For pay or profit” refers to work done as part of a transaction in exchange for remuneration payable in the form of wages or salaries for time worked or work done, or in the form of profits derived from the goods and services produced through market transactions, specified in the most recent international statistical standards concerning employmentrelated income:

(a) It includes remuneration in cash or in kind, whether actually received or not, and may also comprise additional components of cash or inkind income;
(b) The remuneration may be payable directly to the person performing the work or indirectly to a household or family member.

Persons in unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity, where:

(a) “Not in employment” is assessed with respect to the short reference period for the measurement of employment;
(b) To “seek employment” refers to any activity when carried out, during a specified recent period comprising the last four weeks or one month, for the purpose of finding a job or setting up a business or agricultural undertaking. This includes also parttime, informal, temporary, seasonal or casual employment, within the national territory or abroad.

As explained in IRTS 2008 (paras. 7.8-7.11), persons may have two or more jobs during a given reference period, and all, some or none of these jobs may be undertaken in the tourism industries. The difference between the concepts of jobs and persons employed is also clarified in Box VII.4.
7.18. The distinction between employed persons and jobs leads to three measures of employment in the tourism industries, i.e., a count of:

- Persons employed in tourism industries in any of their jobs
- Persons employed in tourism industries in their main job
- Jobs in tourism industries

7.19. An example of the practical application of the measures of “main job” and “other job(s)” is presented in Box VII.5.

7.20. Status in employment refers to the type of explicit or implicit contract of employment with other persons or organizations that the economically active person has in his or her job. The basic criteria used to define the groups of the classification are the type of economic risk, an element of which is the strength of the attachment between the person and the job, and the type of authority over establishments and other workers that the person has or will have in the job. IRTS 2008 suggests to use two categories of status in employment to classify employed persons with respect to a given job: paid employment or selfemployment. Further information is given in section D.1.3.

Box VII.4
Jobs versus employment

The concept of jobs differs from the concept of employment as follows:

- Jobs include second, third, etc., jobs of the same person. Those second, third, etc., jobs of a person may either successively follow one another within the reference period (usually, a week) or, as when someone has an evening job as well as a daytime job, run in parallel.
- On the other hand, jobs exclude persons temporarily not at work but who have a “formal” attachment to their job in the form, for instance, of “an assurance of return to work or an agreement as to the date of return”. Such an understanding between an employer and a person on lay-off or away on training is not counted as a job.


Box VII.5
Workers in main and second jobs in tourism industries: example of the United Kingdom

In 2011, there were 2.5 million people in the United Kingdom with a main job in tourism industries. Of these, some 34,000 had a second job in tourism industries; and there were an additional 150,000 people with second jobs in tourism, as recorded by the Annual Population Survey. These data are summarized in the figure below, which shows that just under 2.7 million workers had a main or second job (or both) in tourism industries in 2011.

| Workers with a main job in tourism industries (2,537,000) | Workers with a second job in tourism industries (185,000) | Workers with both a main and a second job in tourism industries (34,000) | = Workers with a main and/or second job in tourism industries (2,688,000) |

Results based on the Annual Population Survey (household survey) indicate that in 2011, employment in main and second jobs in tourism industries in the United Kingdom was 2.7 million, a figure representing 9.1 percent of the total for all industries.


[1] In this regard, the Resolution concerning the International Classification of Status in Employment substitutes the Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the Thirteenth International Conference of Labour Statisticians (October 1982) and the amendment of its paragraph 5, adopted by the Eighteenth Conference (2008); the Resolution concerning the measurement of underemployment and inadequate employment situations adopted by the Sixteenth Conference (October 1998), as well as the Guidelines endorsed theretof concerning treatment in employment and unemployment statistics of persons on extended absences from work; and the Guidelines on the implications of employment promotion schemes on the measurement of employment and unemployment, endorsed by the Fourteenth Conference (1987).