Session outline

1. Gender and economic activity
2. Definition of work
3. Data sources
4. Some key gender indicators
5. Status in employment
6. Practical activity
Gender and economic activity

• Many kinds of work, both paid and unpaid
• Differences and inequalities between the activities undertaken by women and men
• Typical gender gaps in economic activity:
  • Women less likely to participate in labour force than men
  • Employed women work less hours in employment
  • Women earn less income
  • Men more likely to work in mining and construction
  • Women more likely to work in services sector
**Definition of work**

“Work” = 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.

<table>
<thead>
<tr>
<th>Productive activities</th>
<th>Non-productive activities</th>
</tr>
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<tbody>
<tr>
<td>Producing goods for own-use</td>
<td></td>
</tr>
<tr>
<td>e.g. growing food</td>
<td></td>
</tr>
<tr>
<td>Producing services for own-use</td>
<td></td>
</tr>
<tr>
<td>e.g. caring for own children, cooking,</td>
<td></td>
</tr>
<tr>
<td>cleaning, gardening, repairs to house</td>
<td></td>
</tr>
<tr>
<td>Producing goods for market</td>
<td></td>
</tr>
<tr>
<td>e.g. manufacturing, agriculture,</td>
<td></td>
</tr>
<tr>
<td>artists</td>
<td></td>
</tr>
<tr>
<td>Producing services for market</td>
<td></td>
</tr>
<tr>
<td>government administration, banking,</td>
<td></td>
</tr>
<tr>
<td>cleaners</td>
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For example:

- Eating
- Sleeping
- Watching television
- Studying
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<td></td>
</tr>
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Five forms of work

1. **own-use production work**
   production of goods and services for own final use

2. **employment work**
   work performed for others in exchange for pay or profit

3. **unpaid trainee work**
   work performed for others without pay to acquire workplace experience or skills

4. **volunteer work**
   non-compulsory work performed for others without pay

5. **other work** activities (not defined elsewhere)
Everyone is either

**Employed**
- Doing employment work
- Above a certain age (usually 15 years old)
- Performed some work for a wage, salary, profit or family gain, be it in cash or in kind
- Also included are those temporarily absent from their job for some reason (e.g. holidays or short-term illness)

**Unemployed**
- Above a certain age
- Not employed
- Currently available and actively seeking work

**Outside the labour force**
- Children
- Students (not employed)
- Retirees
- Too ill or disabled to work
- Engaged in non-employment work
- Own-use production work
- Volunteer work
- Unpaid trainee work
- Other work

**Priority Rule**: employment over unemployment and outside labour force
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  e.g. caring for own children, cooking, cleaning, gardening, repairs to house | For example:  
  • Eating  
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  • Watching television  
  • Studying |
In 2015, there were just over 6.7 million women aged 15 and above in Kazakhstan. Of these, 4.1 million were employed (62%) and 252,800 were unemployed. The female labour force therefore comprises 4.4 million women, or about 66% of the population.

In 2015, there were just over 6 million men aged 15 and above in Kazakhstan. Of these, 4.4 million were employed (74%) and 198,300 were unemployed. The male labour force therefore comprises 4.6 million men, or about 77% of the population.

Data source: UNECE Statistical Database
Economic activity rate, population aged 15 and above, 2015

Source: UNECE Gender Database
Employment rate by sex, Kazakhstan, 2001-2015

Source: UNECE Gender Database
### Some key gender indicators

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic activity rate</td>
<td>66</td>
<td>77</td>
</tr>
<tr>
<td>% in the labour force</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inactivity rate</td>
<td>34</td>
<td>23</td>
</tr>
<tr>
<td>% outside the labour force</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment rate</td>
<td>62</td>
<td>74</td>
</tr>
<tr>
<td>% employed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>5.7</td>
<td>4.3</td>
</tr>
<tr>
<td>% of labour force who are unemployed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status in employment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>employer, employee, own-account worker, contributing family worker</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender pay gap</td>
<td>7.6*</td>
<td></td>
</tr>
<tr>
<td>(male average wage – female average wage)/ male average wage * 100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proportion working part-time</td>
<td>12.0</td>
<td>6.4</td>
</tr>
<tr>
<td>% among those in employment</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: UNECE Statistical Database
How are data collected?

**Labour force survey**

- Household sample survey
- Gathers details to classify people as employed, unemployed, or not
  - Did you do any work in the last week for pay or profit?
  - Did you have a job, farm, or business that you were temporarily absent from?
  - Did you actively look for work?
  - Would you have accepted a job if one was offered to you?
- More details of those in employment
  - Occupation, industry, employer (e.g. formal or informal), hours worked, leave conditions, wages
  - Also demographic characteristics, education level, etc.
How are data collected?

Population and housing censuses
  • Gather basic information on labour force participation
  • Questions are limited
  • Not as good a source as labour force surveys

  • Business surveys / administrative registers
    • Valuable source for formal sector employment
Status in employment

1. **Employees** – workers who hold paid employment jobs
2. **Employers** – workers who hold self-employment jobs and have engaged, on a continuous basis, one or more persons to work for them in their business as employees
3. **Own-account workers** – workers who hold self-employment jobs and have not engaged, on a continuous basis, any employees to work for them during the reference period.
4. **Members of producers cooperatives** – workers who hold self-employment jobs in a cooperative producing goods and services, in which each member takes part on an equal footing with other members
5. **Family workers** – workers who hold self-employment jobs in a market-oriented establishment operated by a related person living in the same household, who cannot be regarded as partners because their involvement is not comparable to the head of the establishment
Source: UNECE Statistical Database, compiled from national and international (Eurostat and ILO) official sources.
Data do not cover the persons who are living in institutions and those who are working in the army. Data refer to the population aged 15-70.
Percentage of employed persons in vulnerable employment, selected countries, 2015

Source: UNECE Statistical Database, compiled from national and international (Eurostat) official sources.

Footnotes: Vulnerable employment is the sum of own-account workers and family workers. Data do not cover persons who are living in institutions and those who are working in the army. Data refer to the population aged 15-70.
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  - Own-use production work
  - Volunteer work
  - Unpaid trainee work
  - Other work

**Priority Rule:** employment over unemployment and outside labour force
Task 1: Classify each of the following individual work situations into these categories:

- **EMPL** (Employed)
- **UNEMPL** (Unemployed)
- **OUT** (Outside the labour force)

Labour force (employed + unemployed)
<table>
<thead>
<tr>
<th>Role</th>
<th>Status</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>Homemaker who works as a school teacher two days per week</td>
<td>EMPL</td>
<td>Unpaid domestic helper who gets room and meals provided</td>
</tr>
<tr>
<td>University student (full time)</td>
<td>OUT</td>
<td>Member of armed forces</td>
</tr>
<tr>
<td>Bus driver (full-time)</td>
<td>EMPL</td>
<td>Volunteer at local church</td>
</tr>
<tr>
<td>High school student with part-time job in a shop</td>
<td>EMPL</td>
<td>Engineer currently out of a job</td>
</tr>
<tr>
<td>Doctor</td>
<td>EMPL</td>
<td>Full-time father</td>
</tr>
<tr>
<td>Civil servant</td>
<td>EMPL</td>
<td>Waitress who is actively looking for an office job</td>
</tr>
<tr>
<td>Unable to work due to long-term illness</td>
<td>OUT</td>
<td>School leaver looking for a job</td>
</tr>
<tr>
<td>Retired person receiving old-age pension</td>
<td>OUT</td>
<td>Homemaker who manages family business</td>
</tr>
<tr>
<td>Farmer</td>
<td>EMPL</td>
<td>Wealthy person who loves to travel</td>
</tr>
<tr>
<td>Full-time mother</td>
<td>OUT</td>
<td>Business owner</td>
</tr>
<tr>
<td>Child below age 15</td>
<td>OUT</td>
<td></td>
</tr>
</tbody>
</table>
### Group activity for data users
Making a direct contribution to the economy (Classifying work situations)

**Task 2:** Classify all the employed people into the status category: Employee; Employer; Own-account worker; Family worker

<table>
<thead>
<tr>
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Practical exercise
Applying labour force statistics to policies for women’s economic empowerment

Examine the data for each of the indicator, what can you find of interest

• Gaps and similarities between women and men
• Trends (changes over time)
• ...

Questions for discussions

• What does data suggest about women and men’s overall situation in the labour market? (3-4 suggestions)

• What further data or evidence would you need to understand the situation? (2-3 suggestions)

• What types of policies or programs should be considered to boost women’s economic activity? (3-4 sentences)