Statistics of Employment, Unemployment, Underemployment: Economically Active Population
PART 1

ECONOMICALLY ACTIVE POPULATION (EAP)

- EAP - conceptual framework
- Currently active population (labour force)
- Employment
- Unemployment
- Underemployment
- Usually active population
Monitor the economic situation
Human resources development
Employment policies
Income support, social programmes
CURRENT STATISTICS

- Labour force
- Employment, unemployment, underemployment
- Short-term trends
- Seasonal variations
EAP PROGRAMME OF STATISTICS

NON-CURRENT STATISTICS

Labour force - detailed structure
Activity patterns over the year
Employment and income relationships
Topics - children, women, households
EAP Definition

All persons who during a specified time reference period, supply labour for production of goods and services, as defined by the United Nations systems of national accounts and balances.
Production of goods and services

ACTIVITIES

- control/responsibility of institutional units
- use inputs: labour, capital, goods and services
- produce outputs of goods and services
NON-PRODUCTIVE ACTIVITIES

EXAMPLES

- purely natural processes
- basic human activities
PART 2: CURRENTLY ACTIVE POPULATION

LABOUR FORCE DEFINITION

- all persons
- employed or unemployed
- during short reference period
CURRENTLY ACTIVE POPULATION

FEATURES

- exhaustive, mutually exclusive
- priority rules
- activity principle
Module 1 – STATISTICS OF EMPLOYMENT, UNEMPLOYMENT, UNDEREMPLOYMENT: ECONOMICALLY ACTIVE POPULATION

REFERENCE PERIOD

**Short:**
one day or one week

**Long:**
12 months or calendar year

Labour Force

Usually Active Population
Measurement of employment

- Conceptual framework
- Persons at work
- One hour criterion
- Persons with a job/enterprise but not at work
- Treatment of particular groups
CONCEPTUAL FRAMEWORK for the MEASUREMENT OF EMPLOYMENT

EMPLOYMENT

Paid employment
- At work
- With a job but not at work

Self-employment
- At work
- With an enterprise but not at work
PERSONS AT WORK

**DEFINITION:**

Persons who during the reference period performed *some work* for wage or salary, or profit or family gain, in cash or in kind.

- **SOME WORK**  
  = Work for at least one hour during the reference period

- **WORK**  
  = Engagement in economic activity (production)
Persons with a job but not at work

(Temporary absence from paid employment)

DEFINITION:
Persons who
(i) have already worked in that job,
(ii) were temporarily not at work during the reference period, and
(iii) had a formal job attachment during their absence from work.
Persons with a job but not at work

(Temporary absence from paid employment)

REASONS FOR ABSENCE

- Illness, injury;
- Holiday, vacation;
- Strike, lock-out;
- Educational, training leave;
- Maternity, parental leave;
- Reduction in economic activity;
- Temporary disorganisation, suspension of work (e.g. bad weather, mechanical/electrical breakdown, shortage of raw materials/fuels);
- Other temporary absence with or without leave.
Persons with a job but not at work

(Temporary absence from paid employment)

CRITERIA FOR FORMAL JOB ATTACHMENT

(i) continued receipt of wage or salary;
(ii) assurance of return to work, or agreement as to date of return;
(iii) limited duration of absence from job (e.g. duration for which compensation benefits can be received without obligations to accept other jobs).

BORDERLINE SITUATIONS

Persons temporarily laid off, persons on long-term maternity or study leave, casual employees, seasonal employees.
Persons with an enterprise but not at work

(Temporary absence from paid employment)

**DEFINITION:**

Persons with an enterprise (i.e. business enterprise, farm or service undertaking) who were temporarily not at work during the reference period for any specific reason.
Persons with an enterprise but not at work

(Temporary absence from paid employment)

**CRITERIA**

(i) Limited duration of absence from work;
(ii) continued existence of the enterprise during the owner's absence.

**BORDERLINE SITUATIONS**

Casual own-account workers, employers and own-account workers engaged in seasonal activities.
Treatment of Particular Groups

- Students, homemakers, pensioners engaged in economic activity
- Contributing family workers (unpaid family workers)
- Producers for own and household consumption
- Apprentices and trainees
- Members of the armed forces
Contributing Family Workers

(Unpaid Family Workers)

DEFINITION:

Workers who hold a self-employment job in a market-oriented establishment operated by a related person (living in the same household), and who cannot be regarded as a partner because their degree of commitment to the operation of the establishment, in terms of working time or other factors to be determined by national circumstances, is not at a level comparable to that of the head of the establishment.
### Contributing Family Workers

(Unpaid Family Workers)

<table>
<thead>
<tr>
<th>CFW AT WORK</th>
<th>CFW NOT AT WORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Considered as EMPLOYED irrespective of the number of hours worked during the reference period.</td>
<td>During the reference period should be considered as NOT EMPLOYED because they have no enterprise of their own.</td>
</tr>
</tbody>
</table>
"IMPORTANT CONTRIBUTION" PROVISION: Persons exclusively engaged in production for own and household consumption, if such production provides an important contribution to total consumption of the household.

CORRESPONDENCE WITH SNA
Treatment of production for own final use.

PRACTICAL APPLICATION: where information on household consumption is not available: ex ante determinate types of activity to include; adhere to national accounting practices; collect information on number of hours spent on the activities.
APPRENTICES
Classification into Labour Force Categories

**APPRENTICES**

- Paid
  - Employed (At work)
    - With no formal job attachment
      - Employed
    - With formal job attachment
      - Unemployed
  - Unemployed (Not at work)

- Unpaid
  - Enterprise operated by a related persons (living in the same household)
    - At work
      - Employed
    - Not at work
      - Unemployed
  - Enterprise not operated by a related persons (living in the same household)
    - Contribution to production of goods and services
      - At work
        - Employed
      - Not at work
        - Unemployed
    - No contribution to production of goods and services
      - At work
        - Employed
      - Not at work
        - Unemployed

**Notes:**
- E: Employed
- U: Unemployed
- N: Not in the labour force

Module 1 – STATISTICS OF EMPLOYMENT, UNEMPLOYMENT, UNDEREMPLOYMENT: ECONOMICALLY ACTIVE POPULATION
PARTICIPANTS IN TRAINING SCHEMES
Classification into Labour Force Categories

TRAINING SCHEME PARTICIPANTS

Employed (E)

Employed within context of an enterprise

Employed before training period

Formal job attachment maintained

Available for work

Seeking work

Unemployed (U)

Employed with a job but not at work

Employed not within context of an enterprise

Not employed before training period

Formal job attachment not maintained

Not available for work

Not seeking work

Not in the labour force (N)

No definite commitment to employment at the end of training

Definite commitment to employment at the end of training

Available for work
Members of the Armed Forces

Should be included among the EMPLOYED.

DEFINITION according to ISCO-88.

INCLUDED: Regular members of the army, navy, air force and other military services; conscripts enrolled for military training or other service for a specified period, depending on national requirements. (Note: Includes civilian services as an alternative to compulsory military service.)

EXCLUDED: Persons temporarily withdrawn from civilian life for a short period of military (re)training; members of military reserves not currently on active service. (Note: May be considered as employed on the basis of a job from which they were withdrawn or at which they worked during the reference period.)
Women on maternity leave
Classification into Labour Force Categories

**Assurance or a return to work**

- **Yes**
  - In receipt of wage/salary (all, part) from employer, or equivalent payment from other source received as an employee
    - **Yes**
      - During compulsory period of leave, or specified period
        - **Yes**
          - Employed
        - **No**
          - Unemployed
    - **No**
      - Not economically active
  - **No**

Seeking and available for work
Persons on unpaid leave* initiated by the employer/administration
Classification into Labour Force Categories

**Agreed date for return to work**

- **Yes**
  - Elapsed duration of leave ≤ specified time-limit
    - **Yes**
      - Available for work
      - Seeking work
      - Expect to be recalled to work with former employer, or have already found a new job
    - **No**
      - Unemployed
  - **No**

- **No**
  - Expectation of returning to work in near future
    - **Yes**
      - Available for work
      - Seeking work
    - **No**

**E**

Not economically active

---

* Including leave paid by government or social security funds.

---

**Persons on unpaid leave**

initiated by the employer/administration

Classification into Labour Force Categories

**Agreed date for return to work**

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      - Expect to be recalled to work with former employer, or have already found a new job
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      - Unemployed
  - **No**

- **No**
  - Expectation of returning to work in near future
    - **Yes**
      - Available for work
      - Seeking work
    - **No**

**E**

Not economically active

---

* Including leave paid by government or social security funds.
Persons on other types of extended leave (e.g. parental, educational or training leave)

Classification into Labour Force Categories

Assurance of a return to work

Yes

Employer/administration pays all or significant part of person’s wage/salary

Yes

Duration of leave ≤ specified time-limit

Seeking work and available for work

Yes

Employed

No

Not economically active

No

Unemployed
Seasonal employees not at work during the off-season
Classification into Labour Force Categories

Assurance of a return to work with same employer

Yes

Continued receipt of wage/salary (all/part) from employer

Yes

Available for work

Yes

Seeking work

Yes

Already arranged to take up employment, or awaiting start of next season due to current lack of work opportunity

Yes

Employed

No

Unemployed

No

Not economically active

No

Yes
Seasonal employers, own-account workers, members of producers’ cooperatives and contributing family workers not at work during the off-season

Classification into Labour Force Categories

Available for work

- Yes
  - Seeking work
    - Yes
      - Already arranged to take up employment, or awaiting start of next season due to current lack of work opportunity
    - No
      - Unemployed
  - No
    - Not economically active
One Hour Criterion

REASONS

- Coverage of all types of employment including short-time work, casual work, etc.
- Coherence between production and employment statistics: measurement of total production and total labour inputs
- Application of priority rules of labour force framework
- Definition of unemployment as situation of total lack of work
One Hour Criterion

**IMPLICATIONS**

- Need for data collection on hours of work, underemployment, etc.

**ALTERNATIVES**

- Majority criterion
- One day criterion
- X-hours criterion
PART 4: UNEMPLOYMENT

- **Standard definition**
  - Criteria
  - Reference periods
  - Active search for work

- **Relaxation of the seeking work criterion**
  - Conditions
  - Partial relaxation
  - Tests of availability for work

- **Treatment of particular groups**
Standard Definition of UNEMPLOYMENT

Three Criteria

- **WITHOUT WORK**: not in paid employment or self-employment during reference period

- **CURRENTLY AVAILABLE FOR WORK**: available for paid employment or self-employment during reference period

- **SEEKING WORK**: specific steps taken in a specified recent period to seek paid employment or self-employment
Module 1 – STATISTICS OF EMPLOYMENT, UNEMPLOYMENT, UNDEREMPLOYMENT: ECONOMICALLY ACTIVE POPULATION

Reference Periods

Reference period (one week or one day)

Job search period

Availability period

Interview date
Persons **WITHOUT WORK** who have already made arrangements to take up paid employment or to undertake self-employment activity at a date subsequent to the reference period, if **CURRENTLY AVAILABLE FOR WORK**, are to be considered as unemployed, whether or not they continue to seek work.

Desirability of specifying time limit
Examples of Active Steps to Seek Work

- Registration at a public or private employment exchange (for the purpose of obtaining a job offer)
- Application to employers
- Checking at worksites, farms, factory gates, market or other assembly places
- Placing or answering newspaper advertisements
- Seeking assistance of friends or relatives
- Looking for land, building, machinery or equipment to establish own enterprise
- Arranging for financial resources
- Applying for permits and licenses, etc.
Problem of distinction between activities of seeking SE and SE activities themselves (ex.: looking for clients or orders, advertising goods or services produced).

Particular situation: Establishment of new enterprises (ex.: buying initial stock or necessary equipment for opening a shop).

Distinction to be based on point when enterprise starts to exist formally (e.g. registration). Activities before registration of the enterprise = seeking SE; activities after registration of the enterprise = SE itself.

Where enterprises are not necessarily required to register in order to operate, dividing line should be drawn at point when enterprise is ready to receive first order, financial resources have become available, or necessary infrastructure is in place.
Relaxed Definition of UNEMPLOYMENT

Conditions for relaxation of the seeking work criterion:
- conventional means of seeking work are of limited relevance;
- labour market is largely unorganised or of limited scope;
- labour absorption is at the time inadequate;
- labour force is largely self-employed.

Complete vs. partial relaxation of the seeking work criterion
Partial Relaxation of the Seeking Work Criterion

Examples:

- Persons temporarily laid off without formal job attachment
- Discouraged workers
- Seasonal workers awaiting the busy season
Persons temporarily laid off

Classification into labour force categories

PERSONS TEMPORARILY LAID OFF

With formal job attachment

Available for work

- Seeking work
  - Employed (E)
  - Unemployed (U)
- Not seeking work
  - Unemployed (relaxed definition) (U)

With no formal job attachment

Not available for work

- Not in the labour force (N)

E: Employed
U: Unemployed (standard definition)
N: Not in the labour force
(U): Unemployed (relaxed definition)
Reasons for Not Seeking Work

- Illness, disability, pregnancy
- Child care, family responsibilities
- In school or other training
- Already found work to start later
- Awaiting recall to former job
- Awaiting replies from employers, results of competitions
- Awaiting busy season
- Believes no suitable work available (in area or relevant to one's skills)
- Lacks employers' requirements (qualifications, experience, age, etc.)
- Could not find suitable work
- Does not know how or where to seek work
- Not yet started to seek work
- Other reason (bad weather, holidays, awaiting national service call, near retirement age, etc.)
Application of the criterion under relaxation of the seeking work criterion

Need for tests of availability, based on notions such as

- present desire for work and previous work experience,
- willingness to take up work for wage or salary on locally prevailing terms (remuneration, working time, location, occupation, etc.),
- readiness to undertake self-employment activity if the necessary resources and facilities are given.
Treatment of Other Particular Groups

- Students, homemakers, pensioners seeking and/or available for work
- Persons seeking apprenticeship
- Participants in employment training schemes
PART: 5
UNDEREMPLOYMENT

- The need for statistics on underemployment
- characteristics of underemployment
- underemployment and the labour force framework
- underemployment in the ICLS
- current international definitions (16th ICLS)
- time-related Underemployment and related statistics
- inadequate Employment situations: particular types
- classification in Underemployment
The Problem

UNEMPLOYMENT STATISTICS ARE INSUFFICIENT

- Lack of unemployment relief programmes
- Persons in self-employment jobs
- Traditional work arrangements
- Structural adjustments
- Reduction in demand for labour
The Problem

EMPLOYMENT POLICY CONVENTION (N. 122) AND RECOMMENDATIONS (N. 122, 169):
promotion of “full, productive and freely chosen employment”

- Work for all who are available for and seeking work
- Work which is as productive as possible
- Work freely chosen by workers in accordance with skills and endowments for a job which is well suited
- Need for statistics on employment, unemployment and underemployment
Complements statistics of employment and unemployment

Is part of and consistent with the LABOUR FORCE FRAMEWORK

Uses “labour supply” approach: based on actual capacities and desires of workers, as expressed by workers

Not based on theoretical models about the potential capacities and desires of workers

Affects persons in employment

Reflects the underutilisation of productive capacity of workers
Underemployment in the Labour Force Framework

<table>
<thead>
<tr>
<th>Working</th>
<th>Willing and Able</th>
<th>Not Willing or Not Able</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working</td>
<td>Underemployed</td>
<td>Employed</td>
</tr>
<tr>
<td>Not Working</td>
<td>Unemployed</td>
<td>Inactive</td>
</tr>
</tbody>
</table>
Underemployment in the ICLS

Together with employment and unemployment
- 6th ICLS (1947)
- 8th ICLS (1954)
- 13th ICLS (1982)

As a subject of its own
- 9th ICLS (1957)
- 11th ICLS (1966)
- 16th ICLS (1998)
Current International Definitions (16TH ICLS)

**GENERAL DEFINITION:**
- Underutilisation of the productive capacity of the employed population
- In relation to an alternative employment situation
- In which persons are willing and able to engage

**TIME-RELATED UNDEREMPLOYMENT:**
- When hours of work are insufficient
- In relation to an alternative employment situation

**INADEQUATE EMPLOYMENT SITUATIONS:**
- When capacities and well-being of workers are affected
- In relation to an alternative employment situation
- In areas such as: mismatch of occupational skills, income, excessive hours, precarious job, etc.
Time-related Underemployment

WILLING TO WORK ADDITIONAL HOURS:
- wants another job (or jobs)... in addition/as replacement
- wants more hours in the same job
- has actively sought to work additional hours

AVAILABLE TO WORK ADDITIONAL HOURS:
- is ready to work additional hours
- within a specified subsequent period
- given opportunities to work additional hours

WORKED LESS THAN A THRESHOLD RELATING TO WORKING TIME:
- hours actually worked in all jobs are below threshold
- threshold: boundary between full-time and part-time work/median values, averages or legal norms.
Related Statistics

**USUAL AND RECENT TIME-RELATED UNDEREMPLOYMENT:**

- persons who usually work part-time as compared to persons who worked few hours only during the reference period

**VOLUME OF TIME-RELATED UNDEREMPLOYMENT:**

- additional time that persons are willing to work up to the chosen threshold

**INDICATORS:**

- ratio between time-related underemployed population and employed population (or economically active population)
- ratio between volume of time-related underemployment and the potential time for work (hours actually worked plus volume of time-related underemployment)
## Related Statistics

**DURATION OF TIME-RELATED UNDEREMPLOYMENT:**
- number of days/weeks/months/years that persons have been continuously in time-related underemployment.
- number of days/weeks of time-related underemployment over the year

**REASONS FOR MULTIPLE JOB HOLDING:**
- to indicate whether time-related underemployment is the cause of multiple job holding

**CLASSIFICATIONS:**
- by sex and
- age and education level
- branch of economic activity
- occupational group
- institutional sector (including the informal sector)
- status in employment category
- presence of young children and of adults requiring care
- component groups
Inadequate Employment Situations

WILLING TO:

- change their current work situation
- make changes to their work activities and/or environment

FOR SPECIFIC REASONS:

- inadequate use and mismatch of occupational skills
- inadequate income in current job(s)
- excessive hours of work
- precarious job(s)
- inadequate social services
- travel to work difficulties
- variable, arbitrary or inconvenient work schedules

AVAILABLE:
- to change their current work situation
- optional

SEEKING:
- to change their current work situation
- optional
Particular Types of Inadequate Employment

SKILL-RELATED INADEQUATE EMPLOYMENT

1. willing to change their current work situation
2. to use current occupational skills more fully
3. available to do so
INCOME-RELATED INADEQUATE EMPLOYMENT

willing to change their current work situation to increase income (by increasing the levels of organisation of work or productivity, improving tools and equipment and training or infrastructure)
available to do so
threshold is optional
Particular Types of Inadequate Employment

INADEQUATE EMPLOYMENT RELATED TO EXCESSIVE HOURS

- willing to work less hours than currently (in the same job or in another job)
- with corresponding reduction of income
- threshold is optional
Classification in Underemployment and Inadequate Employment Situations

- Wants/seeks to get additional job, a replacement job with more hours or more hours in current job?
  - Yes
  - No

- Is ready to work additional hours in subsequent period?
  - Yes
  - No

- Worked less than threshold relating to working time?
  - Yes
  - Time-related Under-employment
  - No

- Wants/seeks to change current work situation or make changes to their work activities or environment?
  - Yes
  - Reasons ....
    - Linked to skill, income, precarious jobs, inadequate tools, social services, travel to work, etc.
    - Other reasons
  - No

- Is ready to take up desired work in subsequent period?
  - Yes
  - Inadequate employment situations
  - No

- Other situation
PART 6: Usually Active Population

- **Usually active population**
  - Importance of the concept
  - Definition
  - Possibilities and limitations
  - Measurement framework
  - Determination of the main activity status
  - Cross-classification by current activity status

- **Population not usually active**
Usually Active Population

Importance of the Concept

- Current activity measurement provides snapshot picture; which may not be representative of other points of time during the year.

- Two possibilities to obtain information covering a longer period:
  - repeated or staggered current activity measurement through increased frequency of surveys (e.g. quarterly, monthly) or spreading of samples over time;
  - use longer period itself as reference period for measurement (= measurement framework of the "usually active population").
Usually Active Population

Definition:

- All persons above a specified age whose MAIN ACTIVITY STATUS, determined in terms of number of weeks or days during a LONG specified REFERENCE PERIOD (such as the preceding 12 months or the preceding calendar year), was employed or unemployed.

- The usually active population may be subdivided as employed and unemployed in accordance with the main activity.
Usually Active Population

Framework for Measurement

TOTAL POPULATION

Population economically active at some time during the year

Population not economically active at all during the year (including those below specified age)

Number of weeks or days of employment or unemployment ≥ specified minimum duration (e.g. 26 weeks)

Number of weeks or days of employment or unemployment < specified minimum duration

USUALLY ACTIVE POPULATION

(main activity status: employed or unemployed)

Number or weeks or days of employment ≥ number of weeks or days of unemployment

Number or weeks or days of employment < number of weeks or days of unemployment

EMPLOYED

UNEMPLOYED

POPULATION NOT USUALLY ACTIVE

(main activity status: neither employed nor unemployed)

(1) (a) Students; (b) Homemakers; (c) Income recipients (pensioners, rentiers, etc.); (d) Others (recipients of public aid or private support, children not attending school, etc.).

Module 1 – STATISTICS OF EMPLOYMENT, UNEMPLOYMENT, UNDEREMPLOYMENT: ECONOMICALLY ACTIVE POPULATION
Possibilities and Limitations of Measurement

Possibilities
- Measures dominant aspect of activity
- Takes seasonal factors into consideration
- Takes account of labour market flows
- Costs are relatively low

Limitations
- Problems of retrospective questioning
- Problems of interpretation/accuracy of measurement: employment and unemployment
- Pattern of seasonal variations may not be revealed
### Three examples based on the majority criterion

<table>
<thead>
<tr>
<th>Example</th>
<th>Labour force experience during the year</th>
<th>Main activity status during the year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Weekly activity status</td>
<td>Number of weeks</td>
</tr>
<tr>
<td></td>
<td>Employed</td>
<td>Unemployed</td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Usual Activity Framework

### Classification Scheme

<table>
<thead>
<tr>
<th>Labour force experience during the year</th>
<th>Usual activity status</th>
</tr>
</thead>
<tbody>
<tr>
<td>always E</td>
<td>active, employed</td>
</tr>
<tr>
<td>always U</td>
<td>active, unemployed</td>
</tr>
<tr>
<td>always N</td>
<td>not active</td>
</tr>
<tr>
<td>E + U</td>
<td>E &gt; U: active, employed; E &lt; U: active, unemployed</td>
</tr>
<tr>
<td>E + N</td>
<td>E &gt; N: active, employed; E &lt; N: not active</td>
</tr>
<tr>
<td>U + N</td>
<td>U &gt; N: active, unemployed; U &lt; N: not active</td>
</tr>
<tr>
<td>E + U + N</td>
<td>E + U &gt; N: active, employed; E + U &lt; N: not active</td>
</tr>
</tbody>
</table>

E = employed; U = unemployed; N = not active.

NOTE: The symbol E + U means that the individual experienced both employment during the year and had no spell of economic inactivity; corresponding meanings should be attached to E + N, U + N and E + U + N.
Classification by Functional Categories

Population not Usually Active

- Students
- Homemakers
- Income recipients (pensioners, rentiers, etc.)
- Others (recipients of public aid or private support, children not attending school, etc.)
Main Activity Status

Elements for Determination

Reference period
- Duration
- Nature (last calendar year or preceding 12 months)
- Character (fixed or moving)

Main activity
- Employment and unemployment
- Measurement in number of weeks or days

Minimum duration of economic activity
- Majority criterion (status prevailing over most of the 52 weeks or 365 days of the reference year)
- X-weeks or x-days criterion (another specific number of weeks or days set as cut-off)
Determination of the Main Activity Status

Weeks or days as unit of measurement

- Main activity status may be substantially different depending on whether it is based on weeks or days as measurement unit.

- Example: Person working one day per week throughout the year and not available for work during the rest of the time; weeks: usually active; days: not usually active.

- Where employment is mostly of a regular and continuing nature and where a week of employment means generally a week of full-time employment or of employment for a major part of the working time, the main activity status can be based on weeks. Otherwise, it would better be based on days.
## Cross-classification by usual activity status and current activity status

<table>
<thead>
<tr>
<th>Usual activity</th>
<th>Currently employed</th>
<th>Currently unemployed</th>
<th>Currently not active</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unemployed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Homemaker</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pensioner</td>
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<td></td>
<td></td>
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<tr>
<td>Other</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
Recall Errors due to Memory Lapses

- Types of recall errors
  - Omission of events
  - Misreporting of the timing or duration of events (telescoping)

- Effects on the measurement of employment and unemployment
  - Absence of events: without effect (e.g. employment without interruption, continuous inactivity)
  - Existence of events: with effects (e.g. job changes, periods of unemployment, irregular employment)
Methods of Retrospective Measurement of the Usually Active Population

- Direct inquiry on main activity status during the reference year;
- Whole-year recall: Inquiry on the total number of weeks or days of employment or unemployment during the reference year;
- Month-by-month recall: Inquiry on the number of half-months, weeks or days of employment or unemployment for each month of the reference year;
- Job-specific approach: Inquiry on jobs held with different employers during the reference year, duration of the jobs and activities during periods of work interruption.