



LABOR STATISTICS IN THE CIS COUNTRIES: A USER'S PERSPECTIVE

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LABOR STATISTICS LAG BEHIND CHANGES IN THE LABOR MARKET AND IN POLICIES

- Earlier the labor market could predominantly be characterized in terms of people working in manufacturing industries and doing a full-time job,
- Nowadays the labor market is extremely heterogeneous. Employment is dominated by the service sector; flexible “non-traditional” working arrangements are the norm, and there are multiple routes into employment.
- Labor market statistics are increasingly used in macro-economic policy, employment and welfare policies. New instruments for program monitoring and impact evaluation on the national, regional and international levels.
- International organizations require a wider range of indicators
- The questions which we are trying to answer are changing + new statistical models and indicators + technological development and internet.

USERS OF OFFICIAL LABOR STATISTICS

- Policy makers and administrators (federal government, Ministry of Labor, Central Bank, regional and local governments)
- International agencies
- Researchers in academia and business
- Workers' organizations and employers' associations
- Media, civil society and public at large

LIFE WILL NEVER BE SIMPLE AGAIN: DIMENSIONS OF QUALITY

- **Relevance** – the extent to which official statistics meets the needs of real users
- **Coherence and comprehension** – the extent to which official statistics drawn from different sources and about different aspects of labor market complement one another (e.g. data on labor incomes and on employment are often produced by different departments) + whether there are any significant gaps in the statistical picture.
- **Accuracy and precision** – depends on quality of survey instruments, sampling frames, sample sizes, coverage, frequencies of surveys.
- **Accessibility** – the extent to which users of official labor statistics are able to find, understand and use the statistics.
- **Timeliness** – the value of statistics is diminished if they are untimely.
- **International comparability**
- **Public trust in official statistics**

SOURCES OF LABOR STATISTICS

- **Labor Force Survey** is the primary source of labor market statistics in most countries. The main strengths of the LFS are coverage and compliance with international standards. It provides data to international (ILO) definitions.
- **Employer surveys** - monthly, quarterly and annual inquiries of business establishments.
- **Administrative sources** cover two main areas - the number of people claiming and receiving unemployment benefits + the number of vacancies reported by public employment agencies.

For some variables, particularly employment and earnings, data are available from more than one source.

LABOR FORCE SURVEYS IN THE CIS COUNTRIES

(1)

	Starting year	Frequency of data collection	Frequency of dissemination	Sample design	Sample size	Age	Online access to microdata
Azerbaijan	2003	Quarterly	Quarterly	Cross-section	4725 hh's/quarter	15+	No
Armenia	2001, 2014	Continuous	Annual	Cross-section	20,000 inds/year	15-75	Yes
Belarus	2012	Quarterly	No	Cross-section	25,000 hh's/ year	15-74	No
Moldova	1998	Continuous	Quarterly	Rotation panel	7,200 dwellings/quarter	15+	No
Kazakhstan	2001	Quarterly	Quarterly	Rotation panel	21,000 hh's/quarter	15+	No
Kyrgyzstan	2002	Quarterly	Quarterly	Rotation panel	5,000 hh's/quarter	15+	No
Russia	1992	Monthly	Monthly	Cross-section	77,000 inds/month (32,000 hh's)	15+	Yes
Tajikistan	No regular LFS, last LFS in 2009						
Turkmenistan	2011	Quarterly	No	NA			No
Uzbekistan	NA						No
Ukraine	1995	Monthly	Quarterly	Rotation panel	106,300 inds/year	15-70	No

LABOR FORCE SURVEYS IN THE CIS COUNTRIES

(2)

- The poorest of the CIS countries do not conduct regular LFS surveys (Tajikistan, Uzbekistan? Turkmenistan?). Some countries do not publish estimates (Belarus, Uzbekistan, Turkmenistan)
- Quarterly data collection and dissemination is most common. Timely data release is a problem in some countries
- The use of rotating panel design for the samples is not uniform:
 - limits the use for use of the LFS for the analysis of labor market transitions at the individual level
 - Increases the costs and the burden on the respondents (subsequent waves need less time, can be conducted via telephone, pre-filling of some answers based on the previous round for computerized questionnaires)

LABOR FORCE SURVEYS IN THE CIS COUNTRIES

(3)

- In recent years most countries switched to the 15+ age limit.
- Participation is often voluntary (compulsory in most EU countries) but rigorous quality assessments or at least reports on non-response rates are rare.
- Only Armenia and Russia provide online access to microdata
- Limited use of ad hoc modules (except Moldova).
- The quality of LFS industry and workplace data can be improved, including the possible use of business register codes to identify the location of respondents' workplaces

EMPLOYER SURVEYS IN THE CIS COUNTRIES

- Employer surveys on labor issues are conducted in all CIS countries
- Large and medium-size firms – census, monthly reporting
- Small-size and micro-firms – census or survey, quarterly or yearly reporting.

Problems:

1. Poor coverage of unincorporated businesses.
2. Collecting of duplicate information in different reports
3. No microdata publicly available

ADMINISTRATIVE SOURCES

Administrative sources are used in the CIS countries:

1. For direct tabulations – e.g. data on registered unemployment, claimant counts and vacancies from state employment agencies;
2. As a auxiliary source in construction of aggregate indicators (e.g. Balance of Labor)
3. To construct the sampling frame for surveys – Business Register, dwelling registers, etc.

Many countries (esp., Nordic countries) use administrative sources more extensively including:

- to check and correct survey data (e.g., tax data to check income variable in surveys), analyze nonresponse
- complete or partial replacement of existing surveys. Focus is changing from surveys to registers. Surveys can be used only when admin data cannot meet the need

Сравнительный анализ основных показателей деятельности по данным сплошного наблюдения за 2015 год и выборочного наблюдения за 2014 год

Малые предприятия (включая микропредприятия)

	Сплошное наблюдение за 2015 год	Выборочное наблюдение за 2014 год	Сплошное наблюдение к выборочному, %
Количество действующих, приостановивших и не начавших деятельность предприятий, тыс. единиц	2241,7	2229,5	100,5
из них действующих	1467,5	2103,7	69,8
Выручка от реализации товаров (работ, услуг) (без НДС, акцизов и других аналогичных обязательных платежей), млрд. руб.	54647,8	26878,3	203
Количество замещённых рабочих мест, тыс.	1348,3	1174,2	115

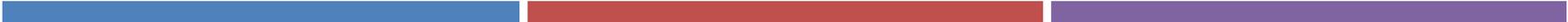
INTEGRATION WITH ADMINISTRATIVE SOURCES:
 quality of sample frames based on business registers can be low (I)

Сравнительный анализ основных показателей деятельности по данным сплошного наблюдения за 2015 год и выборочного наблюдения за 2014 год

Индивидуальные предприниматели

	Сплошное наблюдение за 2015 год	Выборочное наблюдение за 2014 год	Сплошное наблюдение к выборочному, %
Количество действующих, приостановивших и не начавших деятельность предприятий, тыс. единиц	2791,4	2493,0	112,0
из них действующие	2079,2	2413,8	86,1
Выручка от реализации товаров (работ, услуг) (с учетом НДС, акцизов и других аналогичных обязательных платежей), млрд. руб.	7699,0	10447,5	73,7
Численность занятых в сфере индивидуальной предпринимательской деятельности, тыс.	4932,3	5645,7	87,4

INTEGRATION WITH ADMINISTRATIVE SOURCES:
 quality of sample frames based on business registers can be low (2)



RELEVANCE AND COMPREHENSION FROM A USER PERSPECTIVE (RUSSIA)

THE MOST IMPORTANT GAPS IN THE LABOR STATISTICS (I)

- I. Incomplete data on **EARNINGS AND LABOR INCOMES** especially for incomes related to self-employment and measures beyond the averages.

The only earnings indicator that covers all employees is estimated once a year via compilation of data from different sources and numerous non-transparent statistical adjustments.

Data on the incomes of self-employed work are not published (only at the household level).

The survey on earnings inequality covers only large and medium-sized firms and is conducted once in two years

THE MOST IMPORTANT GAPS IN THE LABOR STATISTICS (2)

2. Incomplete data on dynamic indicators:

■ **TRANSITIONS BETWEEN LABOR MARKET STATUSES**

Current data are mostly on stocks not on flows.

Labor market transitions are only calculable if the national LFS is based on a panel which can track respondents labor force status over several periods (the use of a rotating panel is the most common design). The current national methodology in many of the CIS countries does not rely on a panel sample.

■ **JOB DURATION AND JOB-TO-JOB TRANSITIONS**

THE MOST IMPORTANT GAPS IN THE LABOR STATISTICS (3)

3. Poor data on **VACANCIES**
4. Incomplete data on **FOREIGN WORKERS AND INTERNATIONAL LABOR MIGRATION**
5. Lack of **STATISTICS AT THE SUB-REGIONAL LEVEL**
6. Lack of breakdown by **FIRM SIZE**

Small and medium size enterprises (SMEs) differ considerably from large firms in terms of their dynamics, access to finance, relative share of capital and labor. SMEs create more jobs but are more likely to go bankrupt. It is very important for policymakers to be able to monitor employment developments by firm size.

THE MOST IMPORTANT GAPS IN THE LABOR STATISTICS (4)

7. Lack of **INTEGRATION WITH ADMINISTRATIVE SOURCES**

Greater efforts should be made by statisticians to create a framework wherein such survey data can be linked to other national registers on employment and other national data sources. The linking of such data could lead to a reduction in the cost of data acquisition and greater precision. Such a framework requires a legal and statistical basis but also a sound IT backing.

8. Limited **USE OF INDICES**, especially Laspeyres-type indices (with fixed weights)

9. Misleading data on **WAGE ARREARS**



ACCESSIBILITY AND TIMELINESS ISSUES FROM A USER PERSPECTIVE: A CASE OF RUSSIA

MAIN PUBLICATION SOURCES FOR LABOR MARKET STATISTICS IN RUSSIA (1)

- **Employment and Unemployment in Russian Federation** (based on labor force surveys) – monthly; released in ≈ 25 days after the end of the survey month; contains counts and ratios for employment, unemployment, labor force with breakdown by age, gender, location (urban/rural, federal districts). Raw and deseasonalized trends at the federal level. Some regional data.
- Sections **“Monetary Incomes”** and **“Employment and Unemployment”** in Report **“Russia’s Economic and Social Indicators”**- monthly; released in ≈ 30 days, brings together, in a single document, the key labor market statistics from the LFS (employment, unemployment), employer surveys (jobs, working time, worker turnover, vacancies, monthly wages) and the Public Employment Agency (registered unemployment and vacancies).
- **Labor Force Survey** – quarterly, based on labor force surveys, with more detailed breakdowns and methodological notes (repeated from one release to another).
- **Earnings in the public sector (selected occupations)** – quarterly

MAIN PUBLICATION SOURCES FOR LABOR MARKET STATISTICS IN RUSSIA (2)

- **Wage arrears** – monthly, large and medium size firms
- **Inter-Regional Migration in Russia** – annually, based on LFS
- **Earnings Inequality** – biennially; based on biennial survey of earnings inequality in the corporate sector
- **Wages by Occupations** – biennially; based on biennial survey of occupational earnings
- **Labor and Employment in Russia** – biennially; statistical yearbook which combines data from different sources (+ labor costs, productivity, safety, on-the-job training, earnings inequality, etc)
- **Labor Force, Employment and Unemployment in Russia** – biennially; statistical yearbook based on labor force surveys.

WHAT CAN BE DONE BETTER (1)

- Release schedules that do not support timely decision making – 25 days for LFS (compared to 7 days in the US with anonymized survey micro-data being made available 30-45 days after the end of the reference month).
- Publications either contain only data or, at the best, simple descriptive analytics. No serious analytics explaining trends.
- Communication of detailed assumptions and methodology:

Methodological notes are often outdated and hard to find. Links to information about methods and quality should be available along with the tables and datasets.

Communicating relative strengths and limitations of each individual statistic and the relationships between statistics.

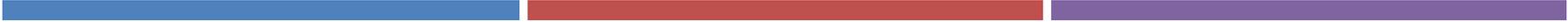
By investing in such guidance, statistical producers can help users to make better use of existing statistics and so reduce the demand for more or new statistics.

WHAT CAN BE DONE BETTER (2)

- Adding value by bringing official statistics together to present a more-coherent picture of the labor market
- The search facility the web-site does not work well even if the user has a precise idea of what she is looking for and simply wants to retrieve
- No e-mail alert systems
- Improving access to the microdata:

Meeting user needs is not always about collecting more data: providing better access and information to help users to help themselves.

Access to microdata is rare in the CIS countries: normally the data are only accessible if the data collection was funded by the World Bank or other international organizations. Good practices within the region are Armenia and Russia.



Thank you for your attention.
Questions?