

REGIONAL STUDY ON INFORMAL EMPLOYMENT STATISTICS TO SUPPORT DECENT WORK PROMOTION IN ASEAN



one vision
one identity
one community



Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN

**The ASEAN Secretariat
Jakarta**

The Association of Southeast Asian Nations (ASEAN) was established on 8 August 1967. The Member States of the Association are Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam. The ASEAN Secretariat is based in Jakarta, Indonesia.

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Foreword by the Chair of ALMM



I wish to congratulate the ASEAN Secretariat for being able to publish the Regional Study Report on Informal Employment Statistics to Support Decent Work Promotion in ASEAN. I would also like to thank all the participants from the ASEAN Member States for a job well done in contributing towards the success of this study.

A report by the ILO in 2018 shows that 2 billion people work informally, most of them in emerging and developing countries. Workers in the informal employment are often not guaranteed of decent work, as they may not have access to their rights at work, job opportunities, social protection and social dialogue. Nonetheless, the contribution of the informal sector is crucial towards the economic growth of ASEAN. Therefore, this is a timely study in providing insights of the informal employment in ASEAN and assisting policy-makers to improve labour policies which are responsive to informal employment.

Malaysia as the Chair of ALMM, echoes the sentiments of ASEAN Member States in strengthening our present cooperative labour ties, and to remain supportive of each other's initiatives between the labour sector and cross sectoral. We should continue to tap on the potential of the initiatives as documented in the ASEAN Labour Ministers' Work Plan 2016 – 2020, and place close attention to the implementation progress of ASEAN Socio-Cultural Community Blueprint 2025. Malaysia reaffirms our commitment to play an active role as the Chair of ALMM and contribute to the achievement of our mutual goals, through better understanding and cooperation.

Lastly, we must not forget there is a very significant milestone in the history of our community, and we must ensure that every effort is expended in pursuit of that goal, which is to build an ASEAN Community that shares its prosperity with its people, in relation of work for a brighter future.

Thank you.

A handwritten signature in black ink, consisting of a large, stylized 'S' shape with a horizontal line extending to the right.

M. KULA SEGARAN

Minister of Human Resources, Malaysia
Chair of ALMM 2018-2020

Foreword by the Secretary-General of ASEAN



ASEAN Member States have achieved significant socio-economic progress over the last two decades. The ASEAN economy has consistently outperformed the global economy. The region's GDP growth has remained around 5% since 2011, above global GDP growth of around 4% over the same period. ASEAN has risen to fifth place amongst the largest economies in the world, with nominal GDP estimated at US\$ 3 trillion in 2018, an increase of more than 50% from its 2010 level. Our active participation in the regional and global economy, leveraging on the region's comparative advantages enabled by peace and stability, has brought tremendous opportunities to the region and our peoples.

A significant portion of this robust economic performance of ASEAN Member States is due to the contributions made by the high informal economy in the region. In this regard, informal employment is highly prevalent, especially rural populations, youth and older-age groups. In addition, workers in informal employment are usually prone to decent work deficits. Their rights at work, access to job opportunities, social protection and participation in social dialogue are often limited nor guaranteed and, as a result, their poor living standards are perpetuated.

Recognising the prevalence of informal employment, ASEAN Leaders adopted the 'Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN' in 2016. The Declaration calls for multi-pronged concrete national and regional actions, as planned in the Regional Action Plan to Implement the Vientiane Declaration. In order to enhance the well-being of workers and their families in informal employment, it is necessary to ensure that the initiatives undertaken are effective and efficient, with

evidence-based results. Hence, the availability of comprehensive and updated statistics on informal employment is pivotal.

This study is one of the initiatives of the Regional Action Plan that was entrusted to the ASEAN Secretariat by the Senior Labour Officials Meeting (SLOM) and with the support of the ASEAN Development Fund (ADF). The study delves into statistics across ASEAN Member States in order to identify trends and gaps in informal employment. Furthermore, it also provides practical recommendations to improve informal employment statistics to support evidence-based policy responses. Through the study, the first-ever ASEAN statistics on informal employment has also been established.

I would like to acknowledge the valuable contribution and commend the good collaboration between SLOM and ASEAN Community Statistical System (ACSS) Committee that led to the completion of this study. I hope that this study will pave the way for ASEAN to continue improving the informal employment statistics for improved policies and programmes for the benefit of ASEAN peoples.



DATO LIM JOCK HOI

Secretary-General of ASEAN

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List of Abbreviations

ACSS	ASEAN Community Statistical System
ADF	ASEAN Development Fund
ALMM	ASEAN Labour Ministers Meeting
AMS	ASEAN Member States
ASEAN	Association of Southeast Asian Nations
ASI-CT	ASEAN Statistical Indicators Consolidated Template
ICLS	International Conference of Labour Statisticians
ICSE	International Classification of Status in Employment
IES	Informal Employment Survey
ILO	International Labour Organization
ISCED	International Standard Classification for Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard Classification of All Economic Activities
ISS	Informal Sector Survey
IT	Information Technology
LFS	Labour Force Survey
SDG	Sustainable Development Goals
SIALC	ILO Information System for Latin America and the Caribbean
SLOM	Senior Labour Officials Meeting
SPSS	Statistical Package for Social Sciences
UNDP	United Nations Development Programme
WIEGO	Women in Informal Employment: Globalizing and Organizing

Acknowledgment

This study is one of the activities to implement the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN that was adopted by the ASEAN Leaders at the 28th and 29th ASEAN Summit in September 2016. This study was commissioned by the ASEAN Senior Labour Officials Meeting (SLOM) in the Regional Action Plan to implement the commitment in the Vientiane Declaration. The ASEAN Secretariat with support of the ASEAN Development Fund (ADF) coordinated the implementation of the study.

The study has fulfilled its objective of supporting ASEAN policy makers with evidence-based assessment and recommendations to better understand the trends of informal employment in the region and its correlation with decent work conditions, as well as to improve responsiveness of policies to address the situation of informal employment.

The study report was produced through a series of consultations with ASEAN Member States including through the conduct of the First Workshop on 8-9 April 2019 and Second Workshop on 2-3 September 2019 that were hosted by the ASEAN Secretariat in Jakarta, Indonesia.

Appreciation goes to the focal points, all of whom we cannot acknowledge individually, of labour ministries and national statistical offices of ASEAN Member States and the ASEAN Secretariat for sharing their time, insights and valuable inputs at various stages of the study. We also would like to thank the consultant, Dr. Geoffrey M. Ducanes, for his expertise and support to the project that made this study report possible.

Executive Summary

1

Based on the 17th International Conference of Labour Statisticians' (ICLS) definition, informal employment comprises of the following: (i) own account workers and employers employed in their own informal sector enterprises; (ii) contributing family workers; (iii) members of informal producers' cooperatives; (iv) own-account workers engaged in the production of goods exclusively for own final use by their household; and (v) employees holding informal jobs. In the case of employees, they are considered to have informal jobs if their employment relationship in law or in practice, is not subjected to national labour legislation, income taxation, social protection or entitlement to certain employment benefits.

The concept of informal employment is related to but is not identical with employment in the informal sector. One can be in informal employment outside the informal sector, and similarly, one can be formally employed inside the informal sector.

As of now, there is no official measure of the size of informal employment for ASEAN as a whole. As of now the ten ASEAN Member States (AMS), four have not yet officially released informal employment statistics in line with the 17th ICLS definition through government reports. Only Brunei Darussalam, Cambodia, Lao PDR, Myanmar, Thailand and Viet Nam have released informal employment statistics in official government reports, sourced either from the Labour Force Survey (LFS) or a rider question on the LFS. The operational definitions of informal employment in AMS which have published informal employment statistics is largely consistent with the recommendation of the 17th ICLS. One notable difference is the use of employed person as the unit of analysis rather than the job. Though not identical, in most cases the definition used hews closely to ILO recommended operational definition.

The definitions differ in whether or not they included agriculture in counting informal employment (excluded in Cambodia and Viet Nam, but included in Brunei Darussalam, Lao PDR, Myanmar, and Thailand). Viet Nam's definition also notably differs in that instead of using paid

annual leave or sick leave, it uses the criterion of having at least a three-month contract. Thailand is different in that it only requires membership in a social security scheme without requiring that there be any employer contribution to the social security fund, and does not consider paid annual leave and paid sick leave. Cambodia is worth noting because although it uses ILO's suggested operational definition of informal employment in its LFS report, it does not consider that its official definition of informal employment. This is because the requirement of employer contribution to a social insurance fund is deemed too strict and has not been made mandatory for the private sector in the country.

The AMS with published informal employment statistics also differed in terms of the level of analysis done on informal employment data as presented in government published reports. Most present informal employment statistics only as a short section in the LFS report with only a handful of tabulations. This should be increased and improved if the aim is to help inform policymaking. Thailand and Viet Nam represent good examples of having stand-alone reports on informal employment with detailed cross-tabulations, including showing the relationship between informal employment and decent work deficits. The LFS of the other AMS already contain most of the basic variables against which informal employment can be usefully tabulated.

The study extends the analysis of the pattern of informal employment in AMS through a re-computation of informal employment statistics across AMS in a more consistent manner still using official country definitions (if available). The consistency aimed for is in *coverage* (excluding agriculture sector more consistently, for example), in the *breakdowns made* and in the *formation of the sub-groupings*, as well as in *computing both the informal employment rate and the contribution to total informal employment by subgroup*, as most AMS just computed the informal employment rate in their reports.

Among the findings of this exercise are the following:

- ▶ Based on submission of data by eight AMS (Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Thailand, and Viet Nam), the rate of informal employment ranges widely from 37%

in Thailand to 90% in Cambodia (Figure 6.1). It is measured even lower in Malaysia at only 10.6%, however it must be noted that Malaysia measures informal employment only in the informal sector.

- ▶ The rate of informal employment is generally higher for women compared to men except in Viet Nam, Brunei Darussalam, and Malaysia. Except for Brunei Darussalam, informal employment rate is higher in rural compared to urban areas. The pattern across age groups differ noticeably, with those in the youngest (15-24) and oldest age groups (65 and older) having the highest informal employment rates in Cambodia and Lao PDR (inverted U pattern). In Brunei Darussalam and Myanmar, informal employment rate is highest among the youngest age groups (declining pattern with age) while in Indonesia and Thailand, informal employment rate is highest among the oldest age groups (increasing pattern with age).
- ▶ Informal employment rate is typically much higher in the informal sector compared to the formal sector across six AMS, for which data is available. Nevertheless, the rate of informal employment in the formal sector is quite high in some AMS, exceeding 50% in both Cambodia and Myanmar. This reflects a lack of social protection even in the formal sector, which can be explained in part by inadequate legislation as well as the increasing contractualisation of jobs. In Brunei Darussalam and Thailand, most of informal employment is in the formal sector, while in Cambodia and Myanmar, the bulk of informal employment is in the informal sector, reflecting the economic structures of the AMS. A useful strategy for AMS where informal employment rate is high in the formal sector, and/or where the contribution of the formal sector to informal employment is high, would be to focus on reducing informal employment in the formal sector, as these are more easily monitored and regulated.
- ▶ By employment status, informal employment rate is highest among all employees in Myanmar, and highest among private sector employees in Brunei Darussalam. However, it is higher among own-account workers in Cambodia, Thailand, and Viet Nam. By economic sector, informal employment is typically lower in sectors with large government presence (education, human, health and social work,

and public administration and governance), and generally higher in sectors such as construction, and wholesale and retail trade.

- ▶ Males generally contribute more to informal employment, mainly because they comprise a bigger share of the employed. There is no clear pattern as to whether rural or urban areas contribute more to informal employment. By age group, the plurality of informal employment workers are those in the 25-39 age group in Brunei Darussalam, Cambodia, Indonesia, Lao PDR, and Myanmar, but for Thailand and Viet Nam the plurality are those in the 40-59 age group.
- ▶ Employees make up the bulk of the informally employed in Thailand, Cambodia, Myanmar, and Viet Nam, while own account workers comprise the majority of informal employment workers in Brunei Darussalam, Indonesia, and Malaysia. By sector of employment, wholesale and retail trade typically has the highest contribution to total informal employment, with manufacturing also contributing a high share in most of the countries. By occupation, service and sales workers, craft and related workers, and elementary occupation workers typically contribute the most to informal employment.
- ▶ Relating informal employment to decent work indicators, for six AMS with available data, average earnings is typically higher in formal employment compared to informal employment, although the difference is small in Cambodia and Lao PDR. Average earnings in both urban and rural areas is significantly lower for informal employment workers compared to formal employment workers in both urban and rural areas for Brunei Darussalam, Myanmar, Thailand, and Viet Nam, but there is no clear pattern when it comes to Cambodia and Lao PDR. A similar pattern emerges when looking at gender, where average earnings for both males and females are significantly lower for informal employment workers compared to formal employment workers. Informal employment workers work more hours per week, on average, than formal employment workers in Brunei Darussalam and Cambodia (and for both urban and rural areas, as well as for males and females), but the reverse applies to Indonesia, Myanmar and Thailand. In Lao PDR and Viet Nam, informal employment workers work about the same number of hours as formal employment workers. Six AMS submitted data on percentage

of workers who worked more than 40 hours in the previous week. In three AMS (Brunei Darussalam, Cambodia, and Viet Nam), the percentage share among those informally employed is much higher compared to the formally employed, while in one AMS, it is still higher but much less so (Lao PDR). In one AMS (Myanmar), it is about the same, and in one other AMS (Indonesia), the share is higher in formal employment.

The study is also exploring the feasibility of a consistent definition of informal employment across AMS, which collect informal employment statistics, based on existing informal worker access to social security in the region. A suggested common definition is as follows:

A worker in informal employment refers to

- a. Any worker who does not have access to at least one social security scheme or employment benefit. The social security schemes and employment benefits referred to are the following: pension fund; basic health insurance; injury insurance; disability benefits; survivors' benefits; paid annual leave; paid sick leave; paid maternity leave; paid baby delivery; and unemployment insurance.

If the worker has access to at least one social security scheme or employment benefit, the worker is in informal employment if he or she is

- b. An own account worker or employer employed in own informal sector enterprise, or
- c. A contributing (or unpaid) family worker, or
- d. An own-account worker engaged in production of goods exclusively for own final use by the household, or
- e. An employee with no paid annual leave, no paid sick leave, and working in an enterprise that does not provide paid maternity leave, all at the same time.

In addition, workers in the agricultural sector are not counted among informal employment workers. The definition is based on existing workers' access to social security and employment benefits. The definition uses

the worker as the unit of analysis rather than the job. Since in some AMS the characteristics of employment are only obtained for the primary or main job, it is also suggested that the primary job be made as the basis for identifying whether a worker is informally employed or not, regardless of the characteristics of the secondary or other jobs. Finally, to avoid possible double counting of migrant workers, citizens of countries working abroad are excluded in the computation. Such workers will be counted in other AMS where they are employed.

The study offers the following recommendations, first at the country-level and then at the regional level.

At the country-level,

- ▶ *Strengthening database on informal employment.* That individual AMS consider strengthening their national databases on informal employment. In particular, for the few AMS which do not yet regularly conduct the LFS or the LFS with informal employment module, there is a need to conduct the surveys on a more regular basis. The use of the LFS can be maximized by using it to compute baselines and set targets on labour force outcomes for the country's economic and labour development plans, including social protection targets for those in the informal sector. Another good practice is to make the LFS report the joint output of the government statistical agency which conducts the survey as well as the labour ministry department in charge of setting labour policy.
- ▶ *Inter-agency committee on informal employment.* That individual AMS consider the formation of an inter-agency committee on informal employment statistics to help set the direction on the data collection and analyses that need to be done. Such an inter-agency committee can be comprised of the labor ministry, the government statistical agency, the social welfare ministry, the education ministry, the planning ministry, the ministry of commerce and industry, among others.
- ▶ *Classifying platform workers.* One issue that such an inter-agency committee can tackle is the treatment of IT-based or platform workers, such as Grab drivers. In the region, they are typically classified as

own-account workers or self-employed workers, but they can also be classified as employees depending on the terms of their contract with the platform owners. One way to address the issue now is to include questions in the LFS for such workers on the terms of their contract with the platform owners, such as whether they are identified as employees by the platform owners and whether the platform owners contribute to social security for them. Moving forward, AMS should consider moving from ICSE-93 to ICSE-18, which has introduced the classification of *dependent contractors*, and which aims to capture platform workers better.

- ▶ *Easing access to microdata.* That AMS consider making the microdata of the LFS data more easily available to researchers. This will expand and deepen the use and analysis of the data. One possibility is if there could be a micro-data archive of LFS data for AMS, similar to what is available in Latin America, which is accessible to researchers, including students, for free or for a reasonable fee. Freely available microdata of the LFS is already practiced in Latin America and in the Philippines.
- ▶ *Formalizing operational definition of informal employment.* That each AMS consider coming up with its own official operational definition of informal employment or validate its existing one, consistent with its labour laws and social protection framework, and that it documents and formalize this definition to facilitate its acceptance and use, either through a government-issued resolution or memorandum.
- ▶ *Improving country reports on informal employment.* That each AMS consider including a more detailed analysis of informal employment in its LFS report or, if possible, generate a stand-alone report on informal employment containing a minimum set of tables that show the profile of those in informal employment, as well as how those in informal employment fare in terms of decent work indicators. This goes hand-in-hand with the earlier recommendation to regularize the conduct of the LFS for the few AMS that do not yet do so. Such a report should include tables and analyses relating informal employment to time-related underemployment, the working poor, occupational

safety and health (focusing on 3-D or dangerous, difficult and dirty jobs), and public sector employment.

- ▶ *Institutionalizing the use of informal employment statistics.* That individual AMS consider using data on informal employment and the informal sector obtained from their LFS in the computation of the national income accounts “to improve the integration of the contribution to GDP of the informal economy in national accounts”. This is especially important as many AMS still have a very sizeable share of the informal sector and informal employment. Such use of the informal sector and informal employment statistics will institutionalize the measurement of informal employment in the country.

At the regional level,

- ▶ *Establishment of the regional database.* It is recommended that the ASEAN Secretariat collect, maintain, and update at regular intervals an ASEAN-wide database on informal employment, using a common template, similar to what the ILO and the Women in Informal Employment: Globalizing and Organizing (WIEGO) Network have done for more than 70 countries. In this ILO and WIEGO initiative, the information was collected by having the different countries complete a questionnaire. The data for AMS can be collated using a similar method of filling up a standard template. Annex 1 of the report could serve as the starting point for such a regional database. Annex 1 can further be expanded to include more tables that relate informal employment to decent work indicators, such as working poverty and occupational safety and health indicators. This would also be consistent with the ILO Manual on Decent Work Indicators (2013).
- ▶ Annex 1 could serve as the starting point for such a regional database. It should be pursued to comply with SDG Indicator 8.3.1, but more importantly, to achieve one of the activities in the Regional Action Plan of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN, which is to “collect, report and analyze employment statistics in ASEAN Member States, for rural and urban areas, to better understand informal employment and decent work indicators for better policy

making". The database cannot be built and maintained without support from each AMS, especially the project's focal persons.

- ▶ The informal employment statistics could be made part of the ASEAN Statistical Indicators Consolidated Template, which the ASEAN Secretariat circulates to focal points belonging to the Working Group on Data Analysis, Dissemination and Communication on Statistics (WGDSA)/national statistical offices every June and December. A team of focal points from the AMS should be established as to who will be in charge of updating the database. To ensure sustainability, the ASEAN Secretariat should consider publishing a periodic bulletin (e.g. every 2 years) or a full-fledged follow-up report (e.g. every 5 years) based on the database, and convene a regular meeting or workshop among the focal persons.
- ▶ *Expanding the list of informal employment indicators in the future.* In the future, Annex 1 can further be expanded to include more tables that relate informal employment to decent work indicators, such as working poverty and occupational safety and health indicators. This would also be consistent with the ILO Manual on Decent Work Indicators (2013), which suggests analyzing informal employment in combination with other decent work indicators under the headings of Adequate Earnings and Productive Work (the indicators are working poverty rate, employees with low pay rate, average wage), Decent Working Time (employment in excessive working time, weekly hours worked, time-related underemployment), and Stability and Security of Work (job tenure, subsistence worker rate). Other tables that could be included are informal employment statistics relating to platform workers, access of informal workers to microfinance and health insurance, and others that would help AMS better target policy initiatives.
- ▶ On 2-3 September 2019, ASEAN Secretariat convened the second workshop for the study in Jakarta, Indonesia, titled the Regional Workshop to Discuss the Findings and Ways Forward of the Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN. In the workshop, the methodology for computing informal employment statistics was deliberated, and the participants exchanged views on the next steps towards the

establishment of the regional database. Among the outputs of the workshop are the Methodology for Computing Informal Employment Statistics, the Guidelines for Establishing and Updating the ASEAN Database for Informal Employment (Guidelines), and tables of the departments/agencies who will be in charge of updating the website and the dates of the next update of informal employment statistics for each AMS. The implementation of the Guidelines will require the decision of the ASEAN Community Statistical System on the status of public sharing of the entire database or portions of the database, including what to do should any AMS be not agreeable to releasing some data to the public, and also whether to continue data collection for indicators where the current submission is less than the agreed upon threshold for inclusion in the publicly available database.

Introduction

2

Based on the 17th International Conference of Labour Statisticians' (ICLS) definition, informal employment comprises of the following: (i) own account workers and employers employed in their own informal sector enterprises; (ii) contributing family workers; (iii) members of informal producers' cooperatives; (iv) own-account workers engaged in the production of goods exclusively for own final use by their household; and (v) employees holding informal jobs, whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households.¹ In the case of employees, they are considered to have informal jobs if their employment relationship is, in law (*de jure*) or in practice (*de facto*), not subjected to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (e.g. advance notice of dismissal, severance pay, paid annual or sick leave).

The 17th ICLS left the operational definition of “employees in informal jobs” for each country to determine in accordance with its own circumstances and available data. This is in recognition of the large differences across countries.²

As an employed person can have multiple jobs (whether formal or informal), the 17th ICLS definition used jobs rather than employed persons as the unit of analysis. The 17th ICLS also left it for countries to decide on the treatment of workers in the agriculture sector. This is because there is no generally accepted definition of informal employment in agriculture, especially for agricultural jobs held by own-account workers, employers, and members of producers' cooperatives. For these groups of workers, they are informally employed if the enterprise or cooperative where they work is an informal enterprise. However, the criteria for determining an informal enterprise depend on the registration of the enterprise or the

1 Hussmanns, R. 2004. Statistical definition of informal employment: Guidelines endorsed by the Seventeenth International Conference of Labour Statisticians. <https://www.ilo.org/public/english/bureau/stat/download/papers/def.pdf>

2 In other words, the 17th ICLS did not specify the particular legal protection, social protection, or employment benefits that the countries should use and how they should combine them.

size of the enterprise, which are “not meaningful in the case of agriculture holdings”.³ The 17th ICLS guidelines suggested for countries to develop suitable definitions of informal employment for such types of agricultural workers. Hussmanns (2004) suggested that the same criteria used for employees in other economic activities can also be used for employees in the agricultural sector.

The ILO has suggested an operational definition of informal employment, which is explained in Box 1 and illustrated in Annex Figure 1. Under the ILO’s suggested operational definition, own-account workers and employers operating an informal enterprise are classified as being in informal employment. Contributing family workers are also classified as being in informal employment, whether they work in a formal or informal sector enterprise. In the case of employees, if there is *no employer contribution to social security on the employee’s behalf*, and/or *if the employee is not entitled to paid annual leave and paid sick leave*, then the employee is considered being in informal employment.

Box 1. ILO’s Operational Definition of Informal Employment

To classify jobs (or workers) into informal employment, the ILO’s suggested operational definition uses three sets of information: (i) status in employment of worker; (ii) formal/informal/ household sector of employment of enterprise that employs worker; and (iii) job-related benefits (for employees).

- (i) Status in employment classifies workers into (a) Employers, (b) Employees, (c) Own-account workers, (d) Contributing family workers, and (e) Members of producer’s cooperatives.
- (ii) Three variables go into classifying enterprises into formal/informal/ household sector: (a) institutional sector (whether government, private corporation, farm, unincorporated private business, non-profit organization, etc.); (b) registration of enterprise (whether registered at national level); and (c) type of accounts kept (whether enterprise keeps account for reporting to government).
- (iii) The job benefits suggested by ILO for use are (a) employer contribution to pension or retirement fund, (b) paid annual leave, and (c) paid sick leave.

³ From Vanek, et al. (2014): “Statistics on the Informal Economy: Definitions, Regional Estimates & Challenges. WIEGO Working Paper (Statistics) No. 2

Informal Sector

Government, corporations, non-profit organizations, international organizations and embassies are automatically classified as the formal sector. Private households and farm or private businesses who only produce for own final use are classified into the household sector. Farm or unincorporated private business who produce at least partially for the market are classified as formal sector if they keep accounts for reporting to government or are registered at the national level, otherwise they are classified as part of the informal sector.

Informal Employment

Own account workers and employers employed in their own informal sector enterprises are classified into informal employment. Contributing family workers and members of producers' cooperatives in the informal sector are classified into informal employment. Own-account workers engaged in the production of goods exclusively for own final use by their households are also classified into informal employment. Finally, employees with no employer contribution to social security, and/or no paid annual leave and paid sick leave are also classified into informal employment.

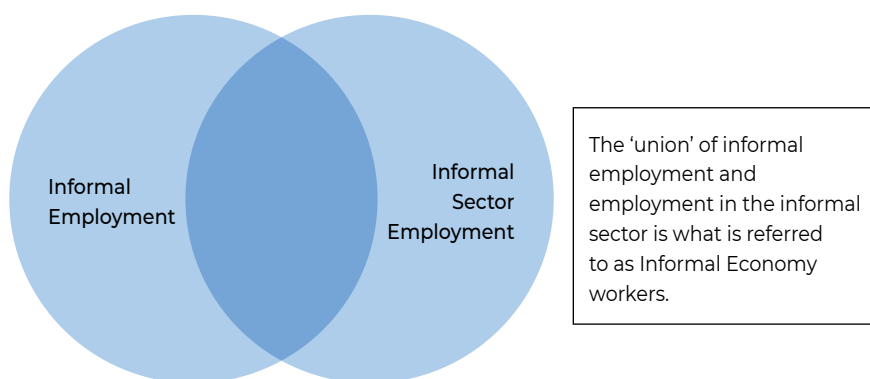
Informal employment, informal sector, and informal economy

The concept of informal employment is closely related to, but is not identical with employment in the informal sector. As defined in the 15th ICLS, employment in the informal sector comprises of workers in informal sector enterprises.⁴ The informal sector in turn, is defined as household enterprises or equivalently, unincorporated enterprises owned by households. Household enterprises are defined as units engaged in the production of goods or services which are not constituted as separate legal entities independently of the households or household members that own them, and for which no sets of accounts are available which would permit a clear distinction of the production activities of the enterprises from the other activities of their owners and the identification of any flows of income and capital between the enterprises and the owners.

4 The subsequent definitions in the paragraph are lifted from the 'Resolution concerning statistics of employment in the informal sector', adopted by the 15th International Conference of Labour Statisticians in January 1993.

There is usually a big overlap between informal employment and employment in the informal sector, but a worker can be in informal employment outside the informal sector (e.g. employee not subject to national labour legislation), and similarly, a worker can be formally employed inside the informal sector. The workers who are either in informal employment or are employed in the informal sector are subsumed under the bigger umbrella of informal economy workers.⁵

Figure 2.1. *Informal Employment, Employment in the Informal Sector, and Informal Economy Workers*



As of yet, there is no official measure of the size of informal employment for ASEAN as a whole. Nevertheless, a recent 2018 International Labour Organization (ILO) report⁶ using ILO's operational definition of informal employment measured informal employment for six AMS, namely Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Myanmar, and Viet Nam. For these six AMS, the report states that the average share of informal employment in total employment was 77.7%, ranging from 31.9% in Brunei Darussalam to 93.6% in Lao PDR. Overall for these six AMS, the agriculture sector contributed the most to informal employment, followed by services, and then industry, although there are variations by country. In Cambodia, Lao PDR, Myanmar, and Viet Nam, agriculture had the largest share in informal employment, in contrast to Indonesia, where services and agriculture have an almost equal share, and Brunei

5 Hussmanns (2004)

6 ILO. 2018. Women and Men in the Informal Economy: a statistical picture (3rd edition). International Labour Office-Geneva.

Darussalam, where the services sector dominated informal employment. In terms of status of employment, own account workers contributed the most to informal employment, followed by employees, then contributing family workers, and then employers. In Cambodia, Indonesia, Lao PDR, and Viet Nam, own-account workers had the largest share in informal employment, in contrast to Myanmar and especially Brunei Darussalam, where employees contribute the most to informal employment.

Informal employment is strongly correlated with economic development (ILO, 2018).⁷ Lower-income countries typically have higher levels of informal employment. The structure of the economy (which is closely linked to economic development) is also related to informal employment, with countries dominated by the agriculture and services sectors typically having higher levels of informal employment. The poor are more likely to be in informal employment, and so are those with less education, and those from rural areas.

Persons in informal employment typically earn less and have limited rights at work.⁸ They are more vulnerable to poverty because they typically have no social insurance, and lack protection against non-payment of wages, retrenchment without cause and notice, and poor safety conditions at work. A high-level of informal employment negatively impacts government tax revenues, and if persistent, makes it more difficult for a country to establish a social security system. As informal employment workers are more likely to come from vulnerable groups and to suffer decent-work deficits, this makes it more important and urgent to measure and monitor informal employment.

Acknowledging the growing prevalence of informal employment and its effects on decent work, the ASEAN Leaders at the 28th and 29th ASEAN Summits in Vientiane, Lao PDR in September 2016 adopted the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN. ASEAN Leaders agreed to “take necessary concrete actions towards the transition from informal employment to formal employment in ASEAN Member States

7 This paragraph summarizes findings from ILO (2018)

8 <http://www.oecd.org/dev/inclusivesocietiesanddevelopment/isinformalnormalmessagesfiguresanddata.htm>

consistent with each ASEAN Member State's national legislation, policies and programmes".⁹ To implement the Declaration, and towards its vision of a "better quality of life for ASEAN people through workforce engaged in decent work by 2025", AMS had developed the Regional Action Plan of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN, which was ad-referendum adopted by the ASEAN Labour Ministers in April 2018.¹⁰

One of the activities in the Regional Action Plan is to "collect, report and analyse employment statistics in ASEAN Member States, for rural and urban areas, to better understand informal employment and decent work indicators for better policy making". This study led by the ASEAN Secretariat, aims to assess the existing informal employment statistics across AMS, particularly on the following: (i) the existing gaps on data collection and analysis towards better mapping of informal employment; ii) prominent trends and features in informal employment in AMS based on available data; iii) how LFS data collection and analysis could be improved for better mapping of the trends of informal employment and informal sector across AMS; and iv) how those informal employment statistics can be translated into evidence-based policies to address the situation of informal employment. The study is also in line with supporting Sustainable Development Goal (SDG) 8.3 and measurement of SDG Indicator 8.3.1, which is the "proportion of informal employment in non-agriculture employment, by sex".¹¹

9 <https://asean.org/storage/2016/09/Vientiane-Declaration-on-Employment.pdf>

10 https://asean.org/storage/2018/04/ANNEX-B_Regional-Action-Plan-of-Vientiane-Declaration_FINAL_Adopted-by-ALMM.pdf

11 SDG 8.3 is to "Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services". Source: sustainabledevelopment.un.org.

Patterns and Trends in Informal Employment in AMS based on Government-published Reports

3

AMS differ widely in terms of economic development and the degree of formalization of the economy. Singapore and Brunei Darussalam are high-income countries.¹² Malaysia and Thailand are classified as upper middle income countries, while Indonesia, the Philippines, Viet Nam, Cambodia, Lao PDR, and Myanmar, are all classified as lower middle income countries. These differences are expected to be reflected in differences in the rate of informal employment across the AMS.

The statistics presented in this section are sourced from published government reports, and may differ significantly from the statistics presented in the introductory section, which come from an ILO report using ILO's suggested operational definition (to the extent allowed by the data). Because government reports differ widely in their detail of reporting on informal employment, the statistics cited across AMS also differ widely in terms of content.

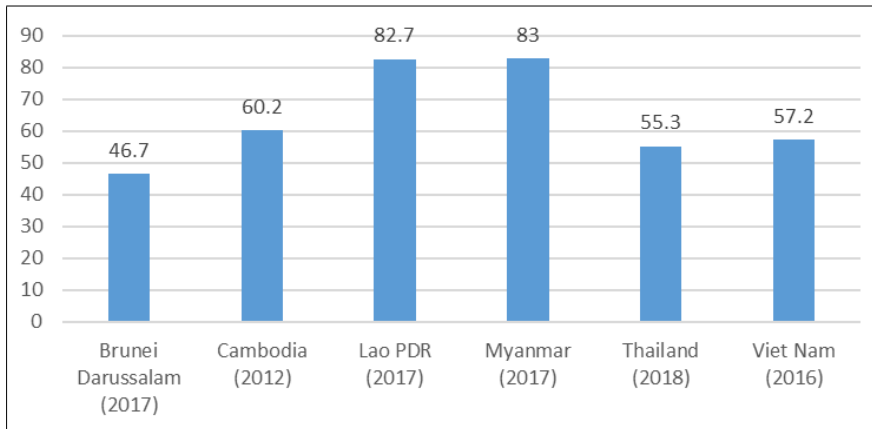
*Brunei Darussalam*¹³

Based on officially reported statistics, in Brunei Darussalam 46.7% of employed workers in 2017 were in informal employment, up slightly from 46.2% in 2014. [Figure 3.1 graphically shows the informal employment rate in Brunei Darussalam and other AMS for which the statistic is available and Figure 3.2 graphically shows the change in informal employment rate in Brunei Darussalam as well as other AMS for which the statistic is available.] Close to 80% of those informally employed in Brunei Darussalam are in the formal sector. The publicly available government-published reports do not contain any other breakdown of informal employment.

¹² World Bank classification.

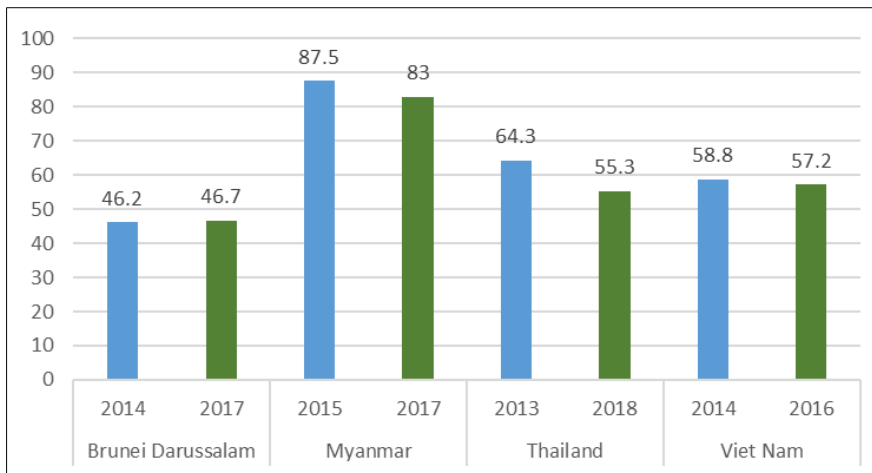
¹³ ILO, Department of Statistics, Department of Economic Planning and Development, and Prime Minister's Office. 015. Labour Force Survey Report.

Figure 3.1. Informal Employment Rate based on government published reports



Source: Various government LFS reports or stand-alone informal employment reports

Figure 3.2. Informal Employment Rate over time



Source: Various government LFS reports or stand-alone informal employment reports

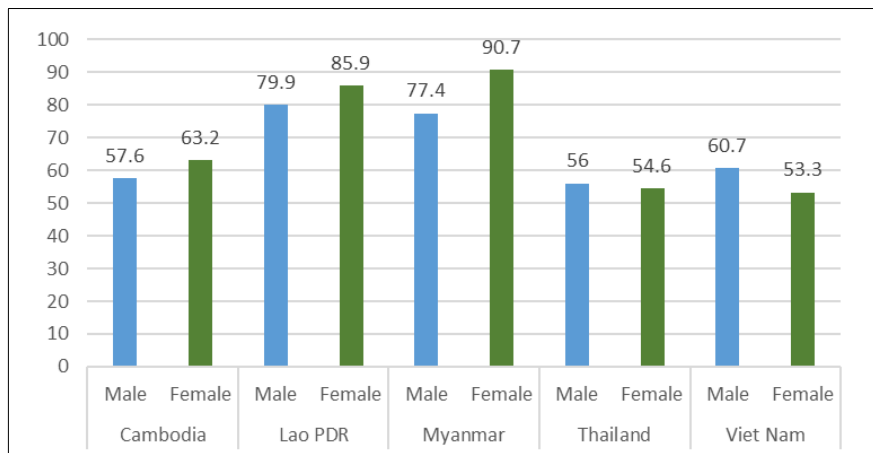
Cambodia¹⁴

Cambodia has an existing published measure of informal employment, based on ILO's definition. In its LFS of 2012, conducted with the support of ILO, Cambodia measured informal employment at 60.2% of total workers.

14 ILO, ILO International Programme on the Elimination of Child Labour (IPEC), National Institute of Statistics of Cambodia. 2013. *Cambodia Labour Force and Child Labour Survey 2012: Labour Force Report*. Phnom Penh: ILO.

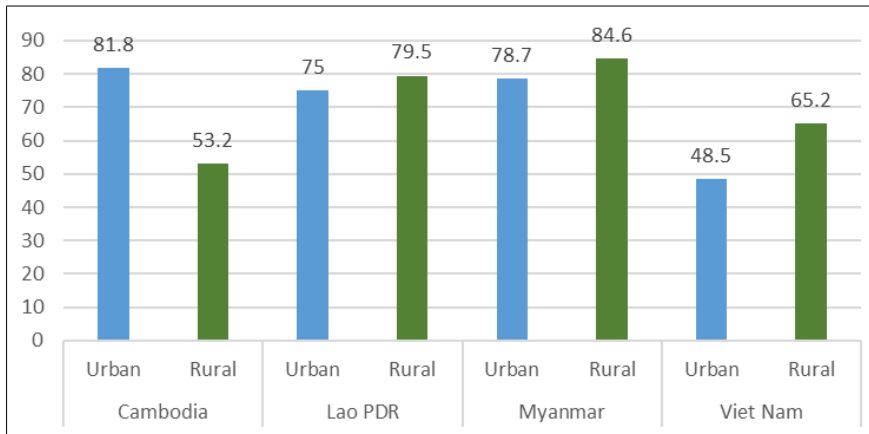
However, in its measurement of informal employment, Cambodia treated agricultural workers as a third category of workers apart from those formally employed and those informally employed. Since, agricultural sector workers in Cambodia were 33.3% of total workers, the overall measure of informal employment would be much higher if agricultural sector workers were not counted as part of the denominator as a third category, and instead classified into formal/informal employment. The survey found that 97.5% of all workers in the industry sector, and 85.9% of all workers in the services sector were in informal employment. The report found especially high rates of informal employment (94% or higher) in craft or related trades, machine operations, and services and sales. It should be noted however, that the definition of informal employment used in the report included wage and salaried workers with no contribution to a pension or a retirement fund, but such funds are not yet mandatory for the private sector in Cambodia, making this a very stringent criterion. In Cambodia, there was almost an equal share of males and females in informal employment. Figure 3.3 graphically shows the breakdown for Cambodia and other AMS for which the breakdown is available. Bulk of those in informal employment were in the rural sector (66.4%) as shown in Figure 3.4, and most came from the younger age groups (69.5% below 40 years of age). By education, those with no education or only primary education have the lowest rate of informal employment, but again this is mainly because they are more likely to be in agriculture, which is excluded from the definition used.

Figure 3.3. Informal Employment Rate by sex



Source: Various government LFS reports or stand-alone informal employment reports

Figure 3.4. Informal Employment Rate by urban/rural classification



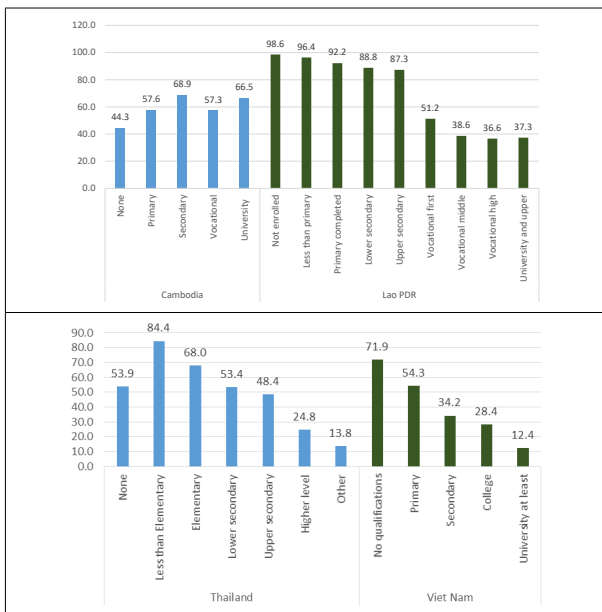
Source: Various government LFS reports or stand-alone informal employment reports

Lao PDR¹⁵

Lao PDR has a published measure of informal employment in its LFS 2017 (also previously in its LFS and Child Labour Survey of 2010). In 2017, 82.7% of workers in Lao PDR were in informal employment. The rate of informal employment was higher in rural areas compared to urban areas, though not by much (79.5% against 75%). Females had a higher rate of informal employment compared to males (85.9% vs. 79.9%) and informal employment rate went down by level of education (from 98.6% for those with no education to around 37% for those with high vocational education or university or higher education). Figure 3.5 graphically shows the breakdown for Lao PDR and other AMS for which the breakdown is available. The rate of informal employment is highest among the youth and those over 60 years old and lower for those in between. Again, Figure 3.6 graphically shows the breakdown for Lao PDR and other AMS for which the breakdown is available.

¹⁵ Laos Statistics Bureau, Ministry of Planning and Investment, and ILO. 2018. *Survey Finding Report: Lao PDR Labour Force Survey 2017*.

Figure 3.5. Informal Employment Rate by education level



Source: Various government LFS reports or stand-alone informal employment reports

Figure 3.6. Informal Employment Rate by age group



Source: Various government LFS reports or stand-alone informal employment reports

Myanmar¹⁶

Myanmar has a published measure of informal employment, with the most recent being the Annual Labour Force Survey 2017. According to the survey, which was done in the first quarter of 2017, 83% of workers in Myanmar were in informal employment, which was down from 87.5% as measured in 2015. This is due to more working persons being employed in formal jobs in 2017 compared to 2015, resulting from firstly, more registered businesses, and secondly a decline in the proportion of unpaid family workers.¹⁷ Females had a higher rate of informal employment compared to males (90.7% vs. 77.4%). The rate of informal employment was higher in rural areas compared to urban areas (84.6% against 78.7%). Informal employment rate went down according to level of education (from 98.6% for those with no education to around 37% for those with high vocational education or university or higher education). The rate of informal employment is highest among the youth and those over 60 years old and lower for those in between.

Thailand¹⁸

Thailand publishes informal employment statistics, which it gathers through the Informal Employment Survey (IES), conducted together with the LFS. In the 2018 IES, informal employment in Thailand was measured at 55.3% of total employment, which is relatively unchanged from recent years, and lower than the 64.3% in 2013. The decline over the past five years was due to broader social protection programs, including the Home Workers Protection Act, which mandates paid sick leave and paid annual leave for home workers.¹⁹ The rate of informal employment was highest in the Northeastern (76.6%) and Northern (70.1%) regions of Thailand (35.9%) and lowest in Bangkok (28.6%), its most developed region. There were more males (55.2% of total) compared to females

¹⁶ Ministry of Labour, Immigration and Population. 2017 Annual LFS 2017 Quarterly Report (1st Quarter, January-March 2017)

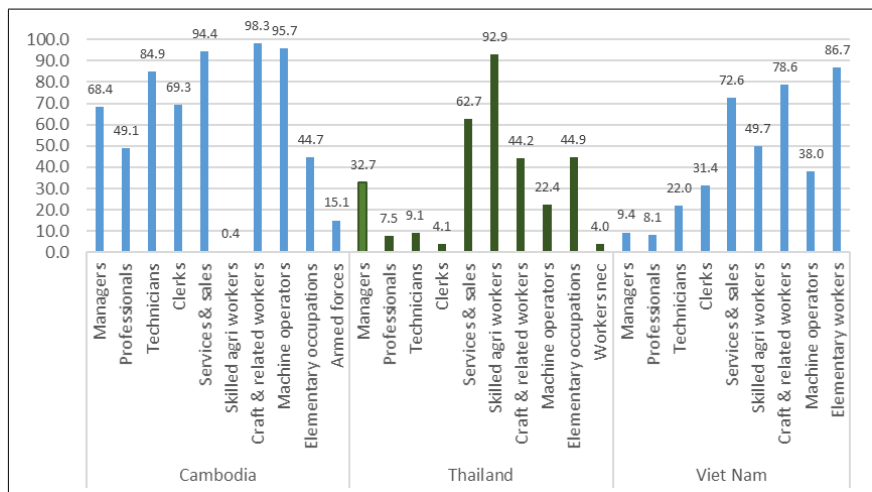
¹⁷ This is according to Myanmar participants in the First Workshop of the Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN.

¹⁸ National Statistics Office, Ministry of Digital Economy and Society. 2018. The Informal Employment Survey 2018.

¹⁹ This is according to participants from Thailand in the First Workshop of the Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN.

(44.8% of total) among those in informal employment in 2017. Informal employment workers tended on average, to be older than formal employment workers. Informal employment workers also typically were less educated than formal employment workers. Three-fourths of all informal employment workers are in only two occupation groups: *skilled agricultural and fishery workers* and *service workers and shop sales workers*. Figure 3.5 graphically shows the breakdown by occupation for Thailand and other AMS for which the breakdown is available. More than half of informal employment workers are in *agriculture, forestry, and fishing*. A larger share of informal employment workers compared to formal employment workers work more than 50 hours a week. They also earn much less, on average, than those in formal employment across all economic groups (whether agriculture, manufacturing, or trade and services), and especially in non-agriculture jobs.

Figure 3.7. Informal Employment Rate by Occupation



Source: Various government LFS reports or stand-alone informal employment reports

Viet Nam²⁰

In 2016, Viet Nam published statistics on informal employment in the country that was gathered through its LFS. Informal employment in Viet Nam was measured at 57.2% of total workers in 2016, excluding

²⁰ General Statistics Office and the ILO. 2016 Report on Informal Employment in Viet Nam. Hong Duc Publishing House.

agriculture, forestry, and fishery workers in unregistered production households. This has gone down slightly from 58.8% in 2014 and 58.3% in 2015. The decline was likely due to business sector growth in the country, as well as social protection and administrative reform.²¹ Rural areas had a higher rate of informal employment than urban areas in 2016 (65.2% against 48.5%), and males had a higher rate of informal employment compared to females (60.6% against 53.3%). Educational attainment is inversely linked to informal employment rate in Viet Nam. Close to half of employees in Viet Nam and more than a third of employers were in informal employment. The rate of informal employment is highest for those in the oldest age groups (55 years and up), followed by those in the youngest age group (15-24), with those in between having a lower rate of informal employment. By sector of activity, informal employment was high (exceeding 80%) in construction, hotels and restaurants, other service activities, and activities of domestic hired laborers in households which produce products they consume. By occupation, the rate of informal employment was high (exceeding 70%) for service and sales workers, craft and related workers, and elementary workers. Those in informal employment were more likely to work more than 48 hours in a week compared to those in formal employment and on average, were paid significantly less.

Singapore

Singapore is a highly formalised economy where the vast majority of workers are afforded regulatory oversight and employment protection in its labour laws and regulations.

Indonesia

Since 2016, Indonesia has been collecting information in its LFS, which could be used to generate informal employment statistics consistent with the 17th ICLS definition. No statistics has yet to be officially released to date, as the government is working to finalise its operational definition of the concept. Nevertheless, Indonesia has been releasing statistics on informal employment based on the nation concept of status of

²¹ This is according to Viet Nam participants in the First Workshop of the Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN.

employment. Informal employment is defined as workers with the following status of employment: own account workers; employers assisted by temporary workers or unpaid workers; casual workers; and unpaid or contributing family workers. Other types of workers as classified as belonging to formal employment.

Malaysia

Malaysia conducts the Informal Sector Survey (ISS) biennially, integrated with the LFS, which can be used to compute informal employment statistics. Malaysia currently publishes statistics on informal employment in the informal sector. The statistics on informal employment in formal sector and household unit are still being officially studied and discussed. Informal employment in informal sector for members of producers' cooperatives is not covered in ISS.

The Philippines

The Philippines has included a rider questionnaire in its April 2018 LFS that will allow for the computation of informal employment statistics. This was included following a request by another government agency, however no report has yet to be released from this rider questionnaire.

Synthesis

In summary, of the ten AMS, four have not yet released informal employment statistics through government published reports. Only Brunei Darussalam, Cambodia, Lao PDR, Myanmar, Thailand, and Viet Nam have released informal employment statistics in official government reports. They do not all use identical operational definitions of informal employment. The definitions used by the individual countries will be discussed in the next section.

For AMS with statistics on informal employment, there are some identifiable patterns. Informal employment is typically higher in rural compared to urban areas. Informal employment is also typically higher for those in the oldest and youngest age groups compared to those aged in-between. Except for Cambodia, those with lower educational attainments tend to have a higher rate of informal employment. There

is no clear pattern by gender. In some AMS, females had a higher rate of informal employment compared to males, but the reverse is observed in other countries. Informal employment is typically high in agriculture (when it is included in the definition) and services jobs. In Thailand and Viet Nam, which have also published statistics linking informal employment to decent work indicators, it has been found that those in informal employment were more likely to work more hours while at the same time being paid less, on average, than workers in formal employment.

Review of Government-published Informal Employment Statistics in the AMS

4

Brunei Darussalam

Brunei Darussalam started measuring informal employment in its LFS beginning 2014, with the support of the ILO.²² The LFS survey and analysis is carried out by the Department of Statistics and the Department of Economic Planning and Development under the Ministry of Finance and Economy. Brunei Darussalam uses the worker as the unit of observation and considers only the worker's primary or main job, when counting informal employment. Before 2014, the LFS was conducted irregularly in Brunei Darussalam. But starting 2017, the LFS has been conducted annually. Brunei's LFS has a sample size of around 3,500 households comprising more than 17,000 individuals.²³ It covers persons living in private households and excludes the institutional population and people in seasonal dwellings and worksites.

In Brunei Darussalam's LFS reports for 2014 and 2017, persons in informal employment were identified as the following: employees for whom employers did not contribute to social security, or employees without paid annual leave or sick leave; employers and own-account workers in private unincorporated enterprises that are not registered with relevant authority and which do not keep books of accounts; members of producers' cooperatives if unit of production is informal; and contributing family workers.²⁴ This definition is almost identical to ILO's suggested operational definition.

22 International Labour Organisation, Department of Statistics, Department of Economic Planning and Development, and Prime Minister's Office. 2015. Labour Force Survey Report. http://www.depd.gov.bn/DEPD%20Documents%20Library/DOS/Labour%20force%20survey_KTK/ES_LFS_2014.pdf

23 <https://www.ilo.org/surveydata/index.php/catalog/1349/study-description>

24 https://www.ilo.org/surveydata/index.php/catalog/1349/related_materials

Cambodia

Cambodia has an existing operational measure of informal employment (though not an official definition), through its LFS of 2012, which was conducted by the National Institute of Statistics of Cambodia with support from the ILO.²⁵ In measuring the size of informal employment, Cambodia counted the number of workers rather than the number of jobs. Cambodia excluded the agriculture sector in counting informal employment, and treated them as a separate category of workers. The LFS is conducted irregularly in Cambodia. It was conducted in 2000 and 2001 with support from the Asian Development Bank, and again in 2012.

Operationally, informal employment was defined in the LFS 2012 as comprising of the following: employees in the non-agriculture sector with no employer contribution to a retirement or pension fund; all contributing family workers; all employers and own-account workers in private unincorporated enterprises engaged in non-agriculture work that is not registered with the Ministries of Commerce, Industry, Tourism or any other Cambodian authority; all own-account workers employed in a private household.²⁶ This definition is close to ILO-suggested operational definition, but is notably different in that it does not take into account paid sick leave and paid annual leave (in the case of employees), and also does not take into account having a book of accounts in the classification of enterprises into formal or informal enterprises. Also, as discussed in the previous section, pension or retirement fund for private sector has not been implemented in Cambodia so its inclusion in the definition makes for very stringent criteria. The social protection schemes currently in place in the country are the Injury Scheme introduced in 2008 and the Health Insurance Scheme introduced in 2016. In time when this study was conducted, the pension fund for private sector was expected to be introduced in 2019.

25 International Labour Organisation

26 International Labour Organisation, ILO International Programme on the Elimination of Child Labour (IPEC), National Institute of Statistics of Cambodia. 2013. *Cambodia Labour Force and Child Labour Survey 2012: Labour Force Report*. Phnom Penh: ILO.

Lao PDR

In Lao PDR, the Laos Statistics Bureau under the Ministry of Planning and Investment conducts the LFS from which it generates informal employment statistics. It started doing this in 2010 when it conducted the LFS and Child Labour Survey 2010 (LFS and CLS 2010), with support from the ILO. The most recent LFS conducted in Lao PDR was in 2017.

Operationally, informal employment is defined in Lao PDR as comprising the following: those employed in informal sector enterprises which are not registered and do not keep accounts of their business; those who are employed in the formal sector but whose employers do not contribute to social protection, and who do not receive work-related benefits such as paid leave and annual leave; and contributing family workers. This is very close to ILO-suggested operational definition, except for the unit of measurement used, which is the worker rather than the job.

Myanmar

In Myanmar, the Department of Labour (DOL), under the Ministry of Labour, Immigration and Population, together with the Central Statistical Organisation (CSO), produces Labour Statistics. The DOL together with the CSO conducted the Myanmar Labour Force, Child Labour and School-to-Work Transition Survey 2015 with financial and technical support from ILO.²⁷ Previous to this, the last LFS conducted in the country was in 1990. From 2017, the DOL has been conducting the LFS twice a year (to take seasonal variations into account), with budget allocated up to 2019. This enables for labour statistics to be provided for the National Strategy for Development of Statistics in Myanmar.

Operationally, informal employment in Myanmar includes the following: contributing family workers; others who are self-employed who own informal sector enterprises; employees with no employers contribution to social security; employees with employer contribution to social security

²⁷ The main objective of the survey was to collect the latest information on the size, structure, distribution, and characteristics of the population, along with aspects relating to Child Labour and School-to-Work and to improve the Labour Market Information System in Myanmar. The data was collected based on the latest conceptual framework on statistics of work, employment and labour underutilization adopted at the 19th ICLS in October 2013.

but no paid annual leave; and employees with employer contribution to social security and paid annual leave but no paid sick leave.²⁸ Similar to Lao PDR, this definition is very close to ILO's suggested operational definition, except for the unit of measure used, which is the worker rather than the job.

Thailand

In Thailand, the National Statistics Office has been conducting an Informal Employment Survey (IES) since 2005, which is the source of informal employment statistics in the country. The most recent IES was done in 2018. Thailand publishes a very detailed report on informal employment based on the survey. The IES is conducted together with the LFS in the third quarter of the year. The individual worker is used as the unit of analysis for informal employment in Thailand. The agriculture sector is also included in the counting of informal employment.

The IES defines informal employment as referring to employed persons who have no social security from work. Operationally, they are identified as those (i) employers, private employees, and employees with many employers who are not members of a private teacher fund or a social security scheme, as well as (ii) temporary government employees, those self-employed without employer, and members of cooperatives who are not members of a social security scheme. This definition is similar with ILO's suggested operational definition in that it takes into consideration a worker's access to social security schemes, but is also quite different in several ways. For example, in the case of employee participation in social security schemes, it does not require employer contribution. It also does not take into consideration paid annual leave and paid sick leave, and applies the same criterion of membership in social security schemes, even for own-account workers.

Viet Nam

Viet Nam, through its General Statistics Office, has been getting information in its LFS on informal employment since 2014. Viet Nam came

²⁸ International Labour Organisation and ILO Liaison Office for Myanmar. 2016. Report on Myanmar Labour Force Survey. Yangon: ILO.

out with a detailed report on informal employment in the country in 2016.²⁹ Operationally, Viet Nam defines informal employment as employment without social insurance (especially compulsory social insurance) and the lack of at least a 3-month labour contract. Four question items come into identifying those in informal employment: on economic ownership of enterprise where worker works; on status of employment; on labour contract; and on social insurance. The individual worker is the unit of analysis for informal employment in Viet Nam. A worker who has multiple jobs, and only one in which he or she has social insurance coverage, will not be classified as being in informal employment. Informal employment in Viet Nam only covers those who work in non-agricultural employment and those who work for agricultural, forestry, and fishery households with business registration, thus excluding workers in agriculture, forestry, and fishery in unregistered production households.

Viet Nam's definition of informal employment in its LFS differs in two important ways from ILO-suggested operational definition. Firstly, it uses the criterion of having at least a 3-month labour contract in lieu of having annual paid leave and paid sick leave, and secondly, it does not require that the contribution to social insurance be made by the employer (i.e. the worker can make the contribution). These were modifications Viet Nam decided on to make the definition of informal employment better suited to its labour laws.

Synthesis

Table 4.1 summarizes the availability of government-released informal employment statistics in the AMS. The table shows first that informal employment statistics in the AMS, for those that have them, come either from the LFS or a rider question on the LFS, as is the case for Thailand. Second, the table also shows that in most cases the definition used for informal employment in the reports hews closely to ILO's recommended operational definition. The key element of the ILO operational definition is the use of employer contribution to a social security fund, and access to paid annual leave and sick leave as criteria for identifying employees who are informally employed. The close relationship of most AMS

²⁹ International Labour Organisation and General Statistics Office of Vietnam. 2016. 2016 Report on Informal Employment in Viet Nam. Hong Duc Publishing.

official definitions with ILO-suggested operational definition is in large part because either the ILO supported (either technically or financially) the first implementation of the LFS or the redesign of the LFS. In some AMS the ILO guidelines and recommendations from the Surveys of Economically Active Population, Employment, Unemployment and Underemployment: An ILO Manual on Concepts and Methods was used in implementing the LFS³⁰.

The AMS with informal employment statistics differed, in whether or not they included agriculture in counting informal employment (excluded in Cambodia and Viet Nam – specifically in Viet Nam for unregistered production households in agriculture, but included in Brunei Darussalam, Lao PDR, Myanmar, and Thailand). Viet Nam has a key difference in how it operationalizes the definition of informal employment. Instead of using paid annual leave or sick leave, it uses the criterion of having at least a three-month contract, which is more in line with its labour law. Thailand is also different in that it only requires membership in a social security scheme without requiring that there be any employer contribution to the social security fund, and does not consider paid annual leave and paid sick leave. Cambodia is worth noting because although it uses ILO's suggested operational definition of informal employment in its LFS report, it does not consider that as its official definition of informal employment as the requirement of employer contribution to a social insurance fund is deemed too strict and is not yet mandatory for the private sector in the country.

It might be a good idea for the other AMS as well to consider and then formalize their “official” operational definition of informal employment. The most contentious issue is usually how to identify “employees who are in informal employment”. As mentioned in the introduction, this difficulty was recognized in the 17th ICLS which left this to be determined by the individual countries depending on their circumstances and the availability of data. The operational definition for “employees who are in informal employment” should be guided by the labour laws in the country, in particular those referring to mandatory social security and

³⁰ See https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/meetingdocument/wcms_622774.pdf.

employment benefits. It does not make sense to include a criterion in the operational definition when it is not (or not yet) mandated by law.

Table 4.1. Availability of Government-released Informal Employment Statistics+

Country	Any government-released measure of Informal Employment for entire country?	Official definition of informal employment	Latest year	Source
Brunei Darussalam	Yes	1	2017	LFS
Cambodia****	Yes	3	2012	LFS
Indonesia	Yes	4	2018*****	LFS
Lao PDR	Yes	1	2017	LFS
Malaysia	No	1	2017*****	ISS
Myanmar	Yes	1	2017	LFS
Philippines	No	-		
Singapore	No	-		
Thailand	Yes	2	2018	IES**
Viet Nam	Yes	2	2016	LFS

Note: This table was validated by AMS delegates at the first workshop of the study in 8-9 April 2019 in Jakarta, Indonesia

* Uses definition of informal employment used in the government reports, which may differ across countries

** Informal Employment Survey

**** Uses the ILO definition in the report, but is not considered official definition

***** Report covers informal employment in informal sector

1 - Hews closely to ILO's recommended operational definition

2 - Has notable differences with ILO-suggested operational definition

3 - Report followed ILO operational definition, but this is not considered the official definition.

4 - Using national definition; the adoption of ILO's operational definition is still under evaluation.

Qualitative Analysis of Labour Force Surveys in AMS as an Actual or Potential Source of Informal Employment Statistics

5

Brunei Darussalam

Brunei Darussalam has been conducting the LFS annually since 2017. Prior to 2017, the LFS was conducted in 2014, 2008 and 1995. The sample size for Brunei Darussalam's LFS 2017 was 3,200 households. It surveyed not only Brunei Darussalam nationals but also foreigners (both permanent residents and temporary residents or holders of green identity cards) residing in the country, for as long as they were part of the household population. It excluded nationals who were abroad for work at the time of the survey, even if only temporarily. The reference period for the survey was the week prior to the survey. The LFS 2017 questionnaire comprised of twelve sections: (a) Household composition and characteristics of household members; (b) Education; (c) Identification of employed household members; (d) Characteristics of the main and secondary jobs; (e) Working time; (f) Employment-related income; and (g) Job search and availability. The questions that were used to identify informal employment were in Section (d) of the questionnaire with the main ones as follows:

- ▶ What is your employment status? (1=Employee; 2=Intern; 3=Employer; 4=Own account worker; 5=Helping without pay in household business; 6=Others)
- ▶ Does your employer pay contributions for social security on your behalf? (1=Yes; 2=No)
- ▶ Do you benefit from paid annual leave? (1=Yes; 2=No)
- ▶ Do you benefit from paid sick leave in case of illness or injury? (1=Yes; 2=No)

- ▶ Is the enterprise/business where you work ...? (1=An incorporated company; 2=An independent personal/family business)
- ▶ Is the enterprise/business where you worked registered with the relevant authority? (1=Yes; 2=No)
- ▶ Does the business keep a book of accounts (assets and expenditures)? (1=Yes; 2=No)

The LFS of Brunei Darussalam is well-situated to measure informal employment according to ILO's suggested operational definition. It is also mainly in line with the definition set by the 17th ICLS.³¹ In counting informal employment, the country includes the agriculture sector.

The report on informal employment, which is given as part of the Report of Summary Findings on the LFS, does not offer much detail on the picture of informal employment in the country and only mentions the total number who are in informal employment and the number of the informally employed in the formal sector (as noted in the 2014 report but not in the 2017 report). The data itself allows for more detailed analysis and presentation. It is suggested that cross-tabulations of informal employment also be made available, such as by urban/rural classification, sex, age, education, major occupation groups, and economic sector of employment. In addition, since the LFS also contains information on hours worked, employment-related income, and underemployment, it will be useful to also show the relationship between informal/formal employment and these variables to link informal employment with other decent work indicators.

Cambodia

Cambodia conducts its LFS irregularly. The most recent survey was the Cambodia Labour Force and Child Labour Survey 2011-2012 (LFS 2012). Prior to that, the LFS was conducted in Cambodia in 2000 and 2001 with support from the Asian Development Bank. The sample size for the LFS 2012 was 9,600 households, which is deemed large enough to provide reliable estimates of labour force statistics up to the level of provinces.

³¹ In fact, Brunei Darussalam has already adopted the recommendations of the 19th ICLS since 2014, including on informal economy workers, which includes workers in informal employment.

The LFS 2012 surveyed not only Cambodian nationals but also foreigners residing in Cambodia, for as long as they were part of the household population. It excluded Cambodians who were abroad for work at the time of the survey, even if only temporarily. The reference period for the survey was the week prior to the survey. The LFS 2012 questionnaire comprised of seven sections: (a) Household composition and characteristics of household members; (b) Literacy and education; (c) Training outside the general education system; (d) Current activities; (e) Characteristics of the main job; (f) Characteristics of the secondary job; (g) Hours of work; (h) Underemployment; (i) Job search; (j) Occupational injuries; (k) Participation in the production of goods for use by own household; and (l) Other activities. The questions used to identify informal employment are in Section (e) of the questionnaire, with the main ones as follows:

- ▶ Does ____ work in the/a ...? (1=Government; 2=Public/state-owned enterprise; 3=Non-profit organization, Non-Governmental Organization; 4=Private household; 5=Non-farm private business; 6=Farm private enterprise; 7=Other)
- ▶ Is the business/farm where ____ works registered with the Ministry of Commerce, Industry, Tourism or with any other authority? (1=registered; 2=Not registered; 3=In the process of being registered; 4=Don't know)
- ▶ In this job/activity is ____ an ... (1=Employee; 2=Employer; 3=Own account worker; 4=Contributing family worker; 5=Other)
- ▶ (for employees) Does the employer contribute to any pension or retirement fund for him/her? (1=Yes; 2=No; 3=Don't know)

The following questions were also included but not used in its definition of informal employment:

- ▶ (for employees) Does ____ benefit from paid annual leave? (1=Yes; 2=No; 3=Don't know)
- ▶ (for employees) Would ____ get paid sick leave in case of illness or injury? (1=Yes; 2=No; 3=Don't know)

Cambodia's LFS is already well-situated to measure informal employment consistent with ILO's suggested operational definition. However, as

ILO's suggested operational definition is still not in line with its existing labour laws, it is important for Cambodia to decide its official definition of informal employment, which should be more consistent with its labour laws.

Cambodia has a fairly detailed presentation of informal employment statistics in its LFS 2012 report, which includes cross-tabulations by urban/rural classification, sex, formal/informal sector, age, education, occupation, and economic sector of employment. As information on hours worked and pay are also available, it would also be useful to show the relationship between informal/formal employment and these variables to show the link between informal employment and other decent work indicators.

Lao PDR

Lao PDR conducts its LFS irregularly, with the most recent being in 2017. The sample size for the LFS 2017 was 10,520 households. The survey covered not only Lao PDR nationals but also foreign nationals living and working in Lao PDR, and obtained information from household members who were living and possibly working abroad at the time of the survey. The reference period for the survey was the week prior to the survey. The LFS 2017 questionnaire comprised of 13 sections: (a) Housing and household characteristics; (b) Household composition and characteristics of household members; (c) Educational attainment; (d) Identification of employed persons; (e) Characteristics of the main paid job and secondary job; (f) Working time; (g) Employment related income; (h) Job search and availability; (i) Own-use production work, of goods and services; (j) Occupational injuries and illnesses; (k) Social protection coverage benefits, and contributions; (l) Migration, migrant workers, and returns; and (m) Household members living abroad. The questions used to identify informal employment are in Section (e) of the questionnaire and the main ones are as follows:

- ▶ Does your employer pay contributions for social security on your behalf? (1=Yes; 2=No; 3=Don't know)
- ▶ Do you get paid annual leave or payment for leave not taken? (1=Yes; 2=No; 3=Don't know)

- ▶ Do you get paid sick leave or compensation in case of illness or injury? (1=Yes; 2=No; 3=Don't know)
- ▶ What type of enterprise/business do you work for? (1=An incorporated company; 2=An independent personal/family business; 3=Don't know)
- ▶ Is the business registered with the relevant authority? (1=Yes; 2=In the process of being registered; 3=No; 4=Don't know)
- ▶ Does the business keep a book of accounts (assets and expenditures)? (1=Yes; 2=No; 3=Don't know)

Lao PDR is already well-situated to come up with informal employment statistics consistent with ILO's suggested operational definition. That its LFS is also able to cover (at least a portion of) Lao nationals temporarily working outside makes it different (but similar to Viet Nam) from the other AMS. On the one hand, such data can be used to give a broader picture of the condition of Lao workers (regardless of where they work), but on the other hand, it can result in some double counting when the data is viewed with the data of other countries like Thailand, which includes migrant workers from Lao PDR and other countries in its LFS. This needs to be considered when developing a regional database for informal employment.

Lao PDR's LFS 2017 report shows cross-tabulations of informal employment statistics by urban/rural classification, province, sex, education, and age. More informative cross-tabulations can be included, such as for example by formal/informal sector, occupation, and / or economic sector of employment. Tables showing the relationship between informal employment and wages, as well as between informal employment and hours worked would also make for a richer presentation of informal employment information.

Myanmar

Since 2017, Myanmar has been conducting the LFS twice a year. The 2017 Myanmar LFS for the first semester had a sample size of 14,040 households. The survey covered only Myanmar nationals living in Myanmar and did not include foreigners who were in Myanmar. The reference period for the survey was the week prior to the survey. The LFS 2017 questionnaire

comprised of 6 sections: (a) Identification particulars; (b) Household composition and characteristics of household members, including education level; (c) Identification of current activities and employment; (d) Characteristics of the main job and income; (e) Characteristics of the secondary job; (f) Underemployment; and (g) Job search. The questions that were used to identify informal employment are in Section (d) of the questionnaire and the main questions are as follows:

- ▶ Is the business/farm where you work registered with any national business regulatory authority? (1=Registered; 2=Not registered)
- ▶ In this job are you ...? (1=Permanent/regular employee; 2=Casual employee; 3=Intern; 4=Employer; 5=Own-account worker; 6=Helping without pay in a household family business)
- ▶ Does your employer contribute to a pension scheme or pay gratuity for you? (1=Civil/military service pension scheme; 2=Other non-contributory pension scheme including lump sum retirement benefit; 4=No; 5=Don't know)
- ▶ Do you get paid annual leave? (1=Yes; 2=No)
- ▶ Do you get paid sick leave in case of illness, injury or maternity? (1=Yes; 2=No)
- ▶ Do you get medical benefits (medical and financial benefit for being unfit, maternity and/or injury at work) (1= from Social Security Scheme; 2= Employer directly provides; 3=No; 4= Don't know)

Myanmar is already well-situated to come of up with informal employment statistics from its LFS, including those consistent with ILO's suggested operational definition.

Myanmar's LFS 2017 report shows cross-tabulations of informal employment statistics by urban/rural classification, sex, and status of informality. The relationship between monthly wage and formal/informal employment was also presented. More cross-tabulations can be included for a richer understanding of informal employment in the country, such as for example by age, education, occupation, and/or economic sector of employment. The relationship between informal employment and

other indicators of working conditions, such as hours worked, can also be presented.

Viet Nam

Viet Nam conducts its LFS on a monthly basis, with a sample size of about 20,000 households per month and 240,000 households per year. Viet Nam has been conducting the LFS since 2007 and added the questions that allows for the identification of those in informal employment in 2014. The survey asks information not only of household members who were physically in Viet Nam at the time of the survey but also of household members who may be abroad at the time of the survey but who were considered usual residents of the household. The reference period for the survey is the week prior to the survey. The LFS questionnaire of Viet Nam has 3 main sections: (a) Information on usual residents of households; (b) Basic characteristics of respondent; (c) Questions for classifying the economically active status, with subsections on employment, unemployment and being out of the labour force, and field of study or training for those without a job or with only a temporary job. The questions used to identify informal employment are in Section (c) of the questionnaire, particularly in the subsection on employment, and are as follows:

- ▶ Does the establishment that you worked belong to any of the following economic units? (1=Farm household; 2=Own account individual; 3=In business establishment; 4=Collective; 5=Non-state enterprise; 6=Non-state service unit; 7=State legislative, executive, judicial agency; 8=State organization; 9=State service unit; 10=State enterprise; 11=Foreign investment; 12=Other organization/association)
- ▶ Are the main products or services that you produce or provide for sales/trade or for own use of household? (1=Only for sale/trade; 2=Mainly for sale/trade; 3=Mainly for own use; 4=Only for own use)
- ▶ Does the establishment where you worked have a business registration? (1=Yes; 2=No)
- ▶ With the above job, are you? (1=Employer; 2=Own account worker; 3=Family contributing worker; 4=Member of cooperative; 5=Employee)

- ▶ What type of labor contract did you hold with the above job? (1=Indefinite; 2=1 to <3 years; 3=3 months to <1 year; 4=< 3 months; 5=lump sum contract; 6=Verbal agreement; 7=No labor contract)
- ▶ Have you paid for social insurance with the above job? (1=Yes; 2=No)
- ▶ What kind of social insurance have you paid for? (1=Mandatory; 2=Voluntary)

Viet Nam is already well-situated to come up with informal employment statistics from its LFS, whether using its modified definition or using ILO's suggested operational definition.

Viet Nam has a stand-alone 2016 report on informal employment with very detailed cross-tabulations, such as by sex, age, urban/rural classification, formal/informal sector, socio-economic region, education, employment status, type of economic ownership, occupation, and economic sector of employment. There is also a detailed presentation in the report of the relationship between informal employment and indicators of working conditions and quality of employment, such as working hours, earnings, and access to social insurance by type (whether mandatory, voluntary, or none). This is a good practice which other AMS can consider replicating.

Thailand

The LFS is done every quarterly in Thailand. The sample size for the IES (and LFS) is about 80,000 households. As with other AMS, the reference period used is the previous week from the day of the survey. The target population of the IES is the population of private households and workers' households. The IES covers foreign workers in Thailand for as long as they live in such households, but does not cover Thai workers abroad, even if they are only working there temporarily. The IES questionnaire comprises of 7 sections: (a) Characteristics of the members of the household; (b) Education; (c) Work; (d) Need for additional work; (e) Income of employee; (f) Informal employment; and (g) Illness, injury, and problems with work. The questions that are used to identify informal employment are in Section (f) of the questionnaire, particularly in the subsection on employment, and are as follows:

- ▶ What is ____ work status? (1=Employer; 2=Self-employed without employee; 3=Unpaid family worker; 4=Government employee; 5=Government enterprise employee; 6=Private employee; 7=Employee who have many employers; 8=Member of cooperative)
- ▶ Is ____ a member of a private teacher fund?
- ▶ Is ____ a member of any social security scheme?

According to the IES report, the purpose of the IES is to generate an informal employment database that can be used by “planning agencies and policy makers to extend social security coverage for all occupations”, which is what likely determined the definition of informal employment used.

Although Thailand has produced a very detailed informal employment report, some modification to its Informal Employment Questionnaire is needed to ensure that the measurement of informal employment is consistent with ILO’s suggested operational definition. The questionnaire will need to include questions on enterprise registration and account-keeping, employer contribution to employee’s social security fund, and employee access to paid annual leave and paid sick leave.

Thailand produces a stand-alone report on an annual basis on informal employment which contains rich and detailed cross-tabulation of informal employment by sex, region, age, education, occupation, economic sector of employment, and employment status. The report also has tables showing how informal employment links with decent work indicators, such as working hours, earnings, occurrence of injury or accident, and with problems encountered at work. Similar to Viet Nam’s Informal Employment Report, this is a good practice that can be emulated by other AMS.

Moving forward, perhaps Thailand should consider whether it should retain its current definition of informal employment or modify it to something that is closer to ILO’s suggested operational definition, while still being consistent with its labour laws and government goals. For example, if the government’s goal for collecting informal employment statistics expands from just extending social security coverage to include

other aspects of social protection for workers such as employee benefits, then there may be a need to change the operational definition of informal employment.

Indonesia

In Indonesia, the LFS is conducted twice a year, in February and August. The February survey (sample size of 75 thousand households in 2019) provides estimates at the provincial level, while the August survey (sample size of 300 thousand households in 2019) provides estimates at the district-level.³² The reference period used is the previous week from the day of the survey, with the previous month being used as a reference period for certain questions. The target population of the LFS is the private household population aged five and older. The survey covers foreign workers in Indonesia who live in private households, but does not cover Indonesian workers abroad, even those away temporarily. The main questionnaire of the Indonesian LFS has five sections: (a) List and general characteristics of household members; (b) Activities during the reference period; (c) Job searching/preparing business activity; (d) Main occupation; and (e) Additional job. Indonesia has not publicly released a measurement of total informal employment in the country. Nevertheless, some questions in the existing LFS can be used to count those in informal employment, particularly in the subsection on employment, mainly:

- ▶ What is the employment status of ____'s main occupation? (1=Own-account worker; 2=Employer assisted by temporary workers/unpaid workers; 3= Employer assisted by permanent workers; 4= Employee; 5=Casual agricultural worker; 6=Casual non-agricultural worker; 7=Unpaid/contributing family worker)
- ▶ How does the company ____ make financial accounting? (1=No accounting; 2=Simple accounting; 3=Detailed accounting; 4=Do not know)
- ▶ Did ____ produce goods/services during the previous week which is mainly used for own purpose? (1=Yes; 2=No)

³² In 2018, the February sample size was 50 thousand households (provincial level estimation) and the August sample was 200 thousand households (district level estimation).

- ▶ Does the company/business/workplace of ____ provide benefits as follows? (a. Health insurance; b. Accident insurance; c. Life insurance; d. Pension plan (lump sum); e. Pension plan (annually); f. Annual /sick/ childbirth without deducting salary)
- ▶ What is the type of ____ institution/organization? (1=Government/international organization/profit organization/non-profit/cooperative; 2=Individual/household business; 3=Household; 4=Others; 5=Do not know)

The above information is sufficient for Indonesia to identify those who belong in the five categories of informal employment as defined by the 17th ICLS and as enumerated in the above paragraph. The information is also sufficient to be used as an operational definition for informal employment that is consistent with ILO's suggested operational definition.

Malaysia

In Malaysia, the LFS is conducted monthly and covers both citizens and non-citizens. The sample size of Malaysia's LFS (in terms of number of living quarters surveyed) is about 16,000 per month or about 200 thousand per year. The ISS is conducted biennially on a monthly basis from July to December (reference year 2017) to provide statistics on employment in the informal sector at the national level. Starting 2019, the ISS has been conducted on a monthly basis from January to December. The reference period used in the LFS is the previous week from the day of the survey. Together with the ISS, and another rider questionnaire – the Salaries and Wages Survey (SWS) – the LFS has 4 main sections: (a) Characteristics of household members; (b) Labour force particulars; (c) Salaries and wages; and (d) Informal sector and informal employment. The questions in the existing LFS and the ISS that can be used to count those in informal employment are as follows:

- ▶ Were you a/an ...? (1=Employer; 2=Government employee; 3=Private employee; 4=Own account worker; 5=Unpaid family worker). These questions are reflected in the LFS, ISS, and SWS.

- ▶ How many persons (including yourself) usually work in your establishment/the establishment where you are employed? (1=Less than 5; 2=5 to 9; 3=10 or more). Question reflected in the ISS.
- ▶ Has the establishment been registered? (1=Yes; 2=In the process of being registered; 3=No; 4=Not sure). Question reflected in the ISS.
- ▶ State agency registering the establishment? (1=Companies Commission of Malaysia; 2=Professional bodies; 3=Local Authority (Sabah/Sarawak); 4=Local Authority (Peninsular); 5=Other agency). Question reflected in the ISS.
- ▶ Does this establishment have a financial report? (1=Yes; 2=No). Question reflected in the ISS.
- ▶ Are you employed by a private profit organization? (1=Yes; 2=No). Question reflected in the ISS.
- ▶ Where is your place of work? Question reflected in the ISS.
- ▶ Are you employed on the basis of an agreement or written contract? Question reflected in the ISS.
- ▶ Do you receive any of the following benefits? a. Employers contribution to EPF; b. Employers contribution to SOCSO; c. Paid leave; d. Paid medical leave; e. Paid paternity and maternity leave. Question reflected in the ISS.

Similar to Indonesia, the above information is sufficient for Malaysia to identify those in informal employment as defined by the ICLS. The information is also sufficient to be used as an operational definition that is consistent with ILO's suggested operational definition.

The Philippines

The LFS is conducted quarterly in the Philippines, with a sample size of around 44 thousand households. The reference period is the week previous to the day of the survey. Foreign workers are not covered in the LFS but Filipino workers abroad temporarily and who have been away for less than 5 years are captured in the LFS, however they are not counted as part of the labour force or working age population. In the April 2018 LFS, a module was added as a rider to the LFS, which will enable for the

measurement of informal employment. The questions in the April 2018 LFS that can be used to count those in informal employment are as follows:

- ▶ What's ____ class of worker? (1=Worked for private household; 2=Worked for private establishment; 3=Worked for government/government corporation; 4=Employer in own family-operated farm or business; 5=Worked with pay in own family-operated farm or business; 6=Worked without pay in own family-operated farm or business)
- ▶ Does your employer pay contribution to the Government Service Insurance System (GSIS) and Social Security System (SSS) for you? (1=Yes; 2=No)
- ▶ Do you benefit from paid annual leave or payment compensation for leave not taken? (1=Yes; 2=No)
- ▶ Do you benefit from paid sick leave in case of illness or injury? (1=Yes; 2=No)
- ▶ What is the legal status/organization of the enterprise you own or where you work? (1=Single proprietorship; 2=Partnership; 3=Corporation; 4=Cooperative; 5=Others -foundation, NGOs, association; 6=Do not know)
- ▶ How does your business/enterprise maintain its records of account? (1=No written account; 2=Informal records for personal use; 3=Simplified accounting format required for tax payment; 4=Detailed formal accounts (balance sheet); 5=Others, specify)
- ▶ Does the enterprise you own or where you work sell or barter its good/services? (1=Yes; 2=No)

The questions are tailored to measure informal employment according to the 17th ICLS definition and also ILO-suggested operational definition. The next steps for the Philippines is to decide on its operational definition of informal employment, maintain or modify the informal employment module used in the April 2018 LFS accordingly, and add the module as a regular part of the LFS, whether every quarter or for just one quarter a year. In time when the study was conducted, an inter-agency committee formed by the government was expected to meet in the second quarter

of 2019 to develop an operational definition of informal employment for the country.³³

Synthesis

Table 5.1 summarizes the data sources for informal employment statistics in the AMS. The main source of informal employment statistics in the AMS is the LFS or a rider survey attached to the LFS. The frequency of the conduct of the LFS with informal employment information varies across countries, from one-off (the Philippines) and irregular (Cambodia and Lao PDR) to twice a year (Myanmar) and even potentially monthly (Viet Nam).

Table 5.1. *Potential source of Informal Employment statistics and frequency*

Country	Actual or potential sources of informal employment statistics	Frequency of conduct of LFS with informal employment information
Brunei Darussalam	LFS	regular since 2017
Cambodia	LFS	Irregular
Indonesia	LFS	Twice a year
Lao PDR	LFS	Irregular
Malaysia	LFS w/ ISS	Once every 2 years
Myanmar	LFS	Twice a year
The Philippines	LFS April 2018	one-off
Singapore	None	None
Thailand	LFS w/ IES	annual
Viet Nam	LFS	annual

Note: *This table was validated by AMS delegates at the first workshop of the study in 8-9 April 2019 in Jakarta, Indonesia*

The AMS are already well-positioned to measure informal employment and contribute to SDG Indicator 8.3.1–“proportion of informal employment in non-agriculture employment, by sex”. For most AMS, the ground work has already been laid by the government agencies in charge of designing the labour force surveys, typically the national statistical agency and/or the labour ministry, and the ILO, which has assisted most of the countries in the design of their labour force surveys.

³³ This is according to the Philippine focal person.

For the most part, the LFS are comparable across countries, in terms of reference period and the definition of key concepts, such as employment and unemployment, among others, because they mostly conform to ILO's standard definitions. There are some differences in coverage, as some AMS cover only nationals living in the country (at the time of the survey), while others cover both nationals and foreign workers living in the country. Some AMS also cover nationals working abroad temporarily.

The AMS with published informal employment statistics differed in terms of the level of analysis done on informal employment data. Most AMS presented informal employment statistics as a short section in the LFS report, with a handful of tabulations. This should be increased and improved if the aim is to help inform policy making. The LFS of the AMS already contain all the basic variables against which informal employment can be usefully tabulated, such as education, occupation, economic sector, employment status, and even earnings and indicators of working conditions.

It is especially useful to show two types of statistics concerning informal employment when it is cross-tabulated with another variable (such as sex or education). The first is the rate of informal employment, defined as the ratio of the informally employed in the subgroup to the total employed in the subgroup. This indicates the intensity of informal employment by subgroup. The second statistic is the contribution of the subgroup to total informal employment, defined as the ratio of the informally employed in the subgroup to the total informally employed in the country. This indicates the contribution of the subgroup to total informal employment. Note that a subgroup may have a high informal employment rate but if the subgroup's size is small relative to total informally employed, then its contribution to total informal employment might be low. Conversely, a subgroup might have a low informal employment rate but if the subgroup's size is large relative to total informally employed, then it might still have a large contribution to total informal employment. Both statistics are useful for policymaking.

Box 2. 2 Types of Statistics on Breakdown of Informal Employment

1. **Rate of informal employment**, defined as the ratio of the informally employed in the subgroup to the total employed in the subgroup, which indicates the intensity of informal employment by subgroup.
 2. **Contribution to total informal employment**, defined as the ratio of the informally employed in the subgroup to the total informally employed in the country, which indicates the contribution of the subgroup to total informal employment.
- ▶ Both statistics are useful for policymaking.
 - ▶ For example, see the following tables below. In Table A, there are 500 male workers, of whom 300 are in informal employment and also 500 female workers, of whom 200 are in informal employment. The informal employment rate and the contribution to total informal employment is the same in both cases (60% for males and 40% for females.) Table B shows the case where there are 500 male workers, of whom 300 are in informal employment and now only 250 female workers, of whom 100 are in informal employment. In this case, although the informal employment rate by sex is the same as in Table A, now the contribution of males to total informal employment is higher (this is because males make up a bigger part of total workers). Finally, Table C shows the case where there are 500 male workers, of whom 300 are in informal employment and now 250 female workers, of whom 200 are in informal employment. In this case, the informal employment rate is much higher for women but their contribution to the total is still lower (this is because they make up a much smaller part of total workers).
 - ▶ The point is that how one prioritizes, depends on which statistics one looks at. Ideally both should be jointly considered.

Table A. Numbering informal and formal employment

	Informal Employment	Formal Employment	Total Employment
Male	300	200	500
Female	200	300	500

	Informal Employment Rate	Contribution to Informal Employment
Male	60%	60%
Female	40%	40%

Table B. Numbering informal and formal employment

	Informal Employment	Formal Employment	Total Employment
Male	300	200	500
Female	100	150	250

	Informal Employment Rate	Contribution to Informal Employment
Male	60%	75%
Female	40%	25%

Table C. Numbering informal and formal employment

	Informal Employment	Formal Employment	Total Employment
Male	300	200	500
Female	200	50	250

	Informal Employment Rate	Contribution to Informal Employment
Male	60%	60%
Female	80%	40%

Thailand and Viet Nam represent good examples of having stand-alone reports on informal employment with informative cross-tabulations, including showing the occupations and economic sectors where informal employment is prevalent. This can be used to target subgroups most likely to be informally employed. The reports also show the relationship between informal employment and decent work deficits.

The report produced by Viet Nam³⁴ was prepared by the General Statistics Office in collaboration with the Institute of Labour and Social Affairs of the Ministry of Labour, Invalids and Social Affairs and the ILO. It is a collaboration between the data producer and the agency in charge of policymaking on labour issues, including those that will affect informal employment. The report was done with the goal of serving as a “practical source of material to satisfy the demand for basic information on informal economy workers in Viet Nam to support management, policy-making research and development by national agencies”. The stand-alone report prepared by the National Statistics Office of Thailand³⁵ was aimed at providing “information or the requirement of planning agencies and policy makers, as well as to create an informal employment database, in order to extend social security coverage for all occupations”.

34 GSO. 2016 Report: On Informal Employment in Viet Nam. Hong Duc Publishing House

35 National Statistics Office. The Informal Employment Survey 2016.

Quantitative Analysis of Informal Employment in AMS using LFS 6

This section differs from Section 3 in that it undertakes the re-computation of informal employment statistics across AMS in a more consistent manner, although still using official country definitions (if available). The consistency aimed for is as follows:

- ▶ *coverage*, for instance in excluding agriculture, excluding citizens of the country temporarily working abroad; considering only the primary job;
- ▶ in the *breakdowns made of informal employment* and in the *formation of the sub-groupings*, as the AMS differed in the number of cross-tabulations presented in their reports and sometimes in the subgroupings made (for instance, in how age groups are constructed);
- ▶ and also in *computing both the informal employment rate and the contribution to total informal employment by subgroup*, as most AMS only computed the informal employment rate in their reports.

In addition, the section also extends the analysis of the link between informal employment and decent work indicators by linking informal employment with decent work indicators already available in existing LFS across the AMS, such as average earnings, total working hours, proportion working excessive hours, and time-related underemployment. The study aims to come up with regional statistics on informal employment, some or all of which could be made available to the public.

Note however, that there remain some notable differences in how informal employment is counted in some countries. In Malaysia, for example, the informal employment count pertains only to those in the informal sector (informal employment in the informal sector). There is no available measurement of informal employment in the formal sector in the country. Thus, to the extent that such type of informal employment

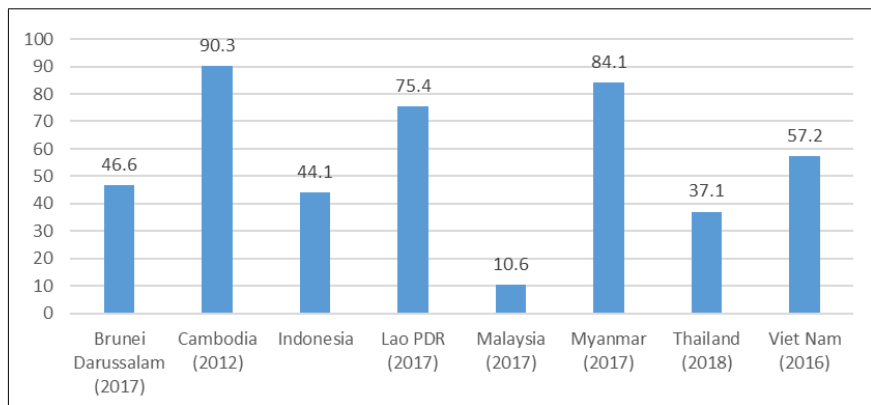
exists in the country, its informal employment figures are not directly comparable to those of other countries.³⁶

Results from submission of data by eight AMS (Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Thailand, and Viet Nam) indicate that the rate of informal employment ranges widely from 37% in Thailand to 90% in Cambodia (Figure 6.1). It is even measured lower in Malaysia at only 10.6%, but note the caveat in the previous paragraph.

Among the eight countries, the rate of informal employment is generally higher for women compared to men except in Viet Nam, Brunei Darussalam, and Malaysia. (Figure 6.2). Except for Brunei Darussalam, informal employment rate is higher in rural compared to urban areas (Figure 6.3). The pattern across age groups differ noticeably, with those in the youngest (15-24) and oldest age groups (65 and older) having the highest informal employment rates in Cambodia and Lao PDR (inverted U pattern), whereas in Brunei Darussalam and Myanmar informal employment rate is highest among the youngest age groups (declining pattern with age). In Indonesia and Thailand, informal employment rate is highest among the oldest age groups (increasing pattern with age). In Malaysia, informal employment rate (in the informal sector only) is highest among those in the 40-59 age group.

³⁶ In addition, workers 65 years and older are not counted among the employed (and thus also among the informally employed) in the statistics of Malaysia.

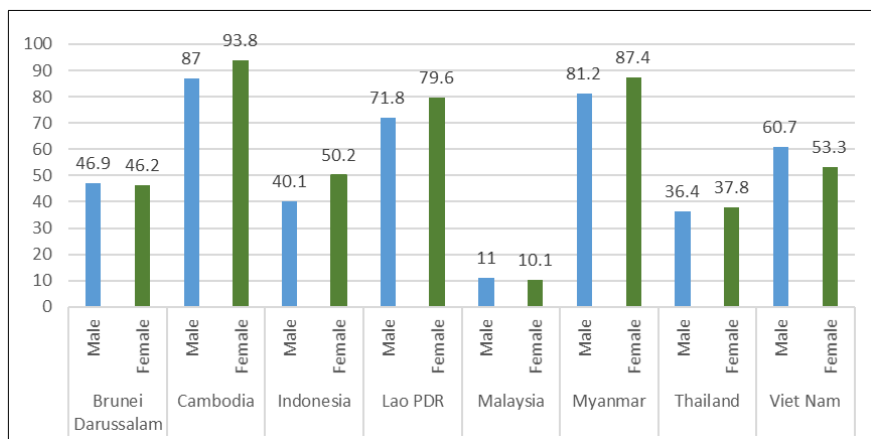
Figure 6.1. Informal Employment Rate based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age.

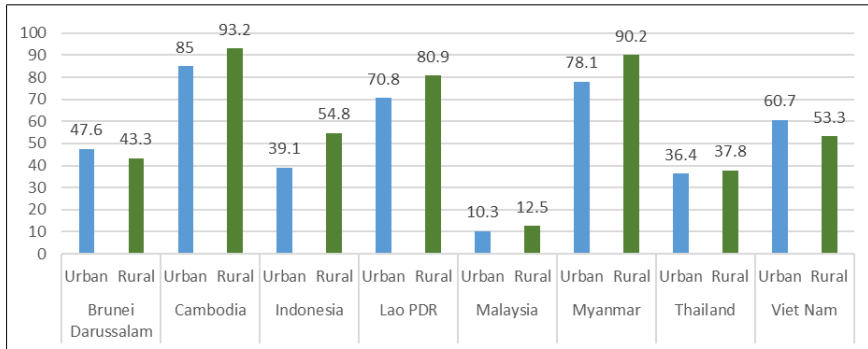
Figure 6.2. Informal Employment Rate by Sex based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age.

Figure 6.3. Informal Employment Rate by Urban-Rural Location based on Annex Tables submitted by AMS focal points



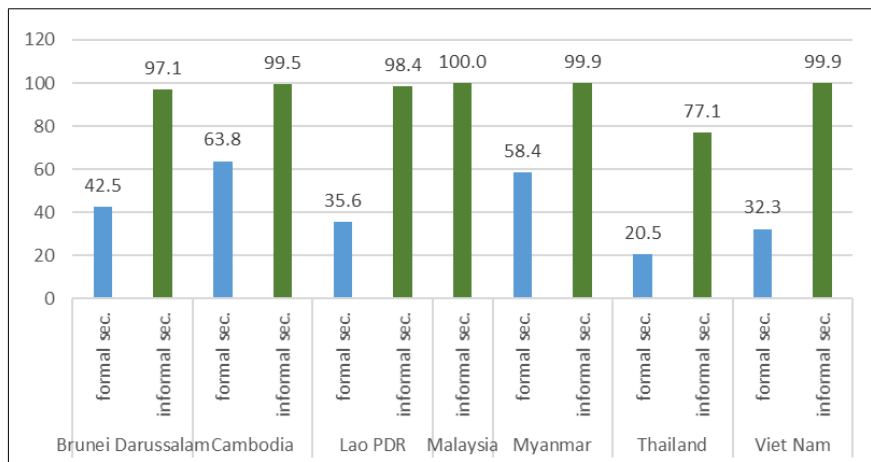
Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age.

Informal employment rate is typically much higher in the informal sector compared to the formal sector across six AMS, for which data is available (Figure 6.4). Nevertheless, the rate of informal employment in the formal sector is quite high in some AMS, even exceeding 50% in both Cambodia and Myanmar. This indicates a lack of social protection even in the formal sector, which can be explained in part by inadequate legislation as well as the increasing contractualization of jobs. In Brunei Darussalam and Thailand, most informal employment is in the formal sector, but in Cambodia and Myanmar, the bulk of informal employment is in the informal sector (Figure 6.5). These reflect the economic structures of the countries, as both Brunei Darussalam and Thailand are much more formalized than Cambodia and Myanmar. A useful strategy for countries where informal employment rate is high in the formal sector and/or, where the contribution of the formal sector to informal employment is high, would be to focus first on reducing informal employment in the formal sector, as these are more easily monitored and regulated. By employment status, informal employment rate is highest among employees in Myanmar, and highest among private employees in Brunei Darussalam, but higher among own-account workers in Cambodia, Thailand, and Viet Nam. By economic sector, informal employment is typically lower in sectors with large government presence (education, human, health and social work, and public administration and governance), and generally

high in sectors such as construction and wholesale and retail trade, although there are differences in patterns across AMS.

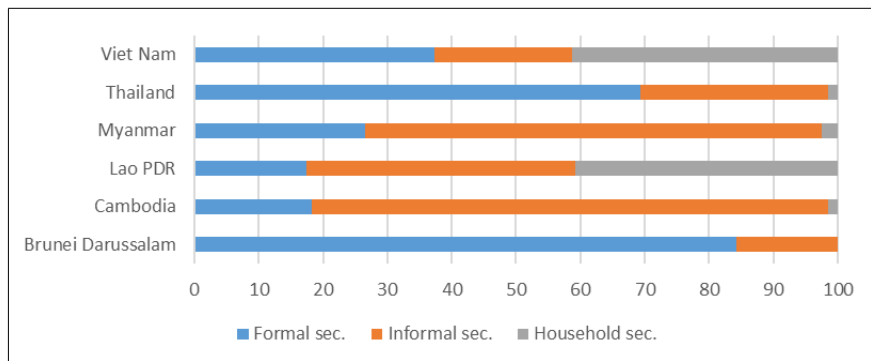
Figure 6.4. Informal Employment Rate by Formal/Informal Sector based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age.

Figure 6.5. Contribution to Total Informal Employment by Formal-Informal Sector based on Annex Tables submitted by AMS focal points



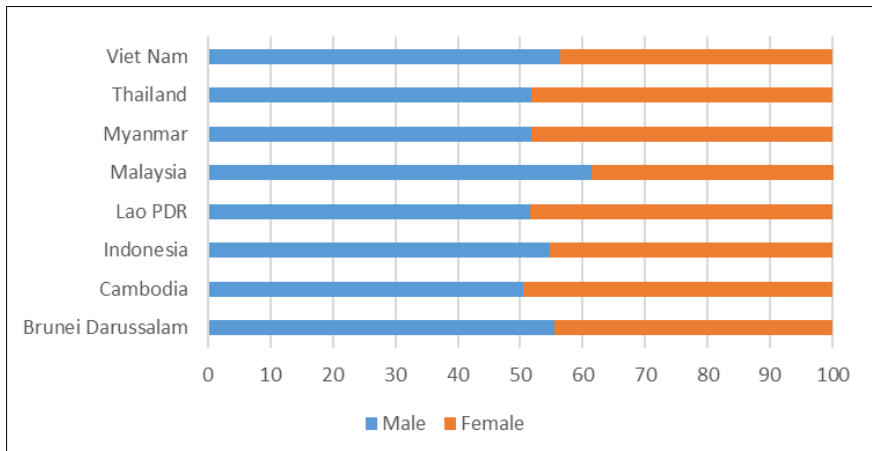
Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age.

Based on data submitted by eight AMS (Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Thailand, and Viet Nam), males generally contribute more to informal employment, mainly because they

comprise a bigger share of the employed (Figure 6.6). There is no clear pattern as to whether rural or urban areas contribute more to informal employment: urban areas contribute more to total informal employment in Brunei Darussalam, Indonesia, Lao PDR, Malaysia, and Thailand, but rural areas contribute more to total informal employment in Cambodia, Myanmar, and Viet Nam (Figure 6.7). By age group, the plurality of informal employment workers are those in the 25-39 age group in Brunei Darussalam, Cambodia, Indonesia, Lao PDR, and Myanmar, but for Thailand and Viet Nam the plurality are those in the 40-59 age group (Figure 6.8).

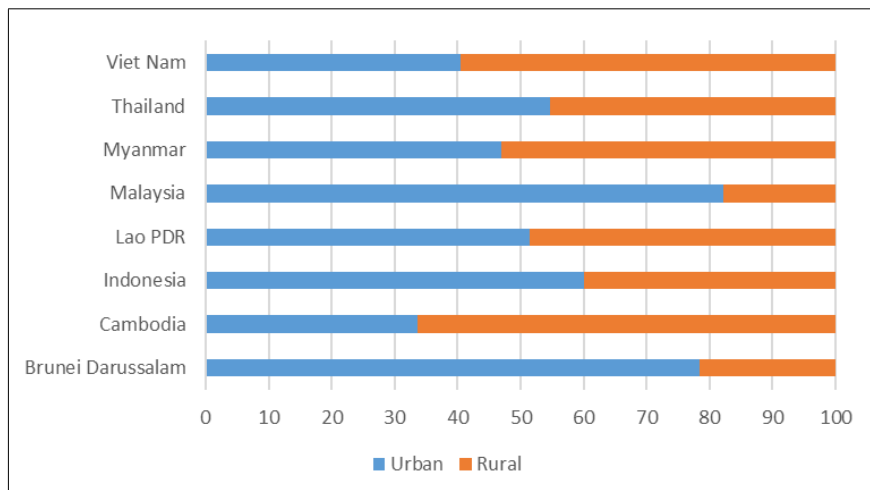
Figure 6.6. Contribution to Total Informal Employment by Sex based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age..

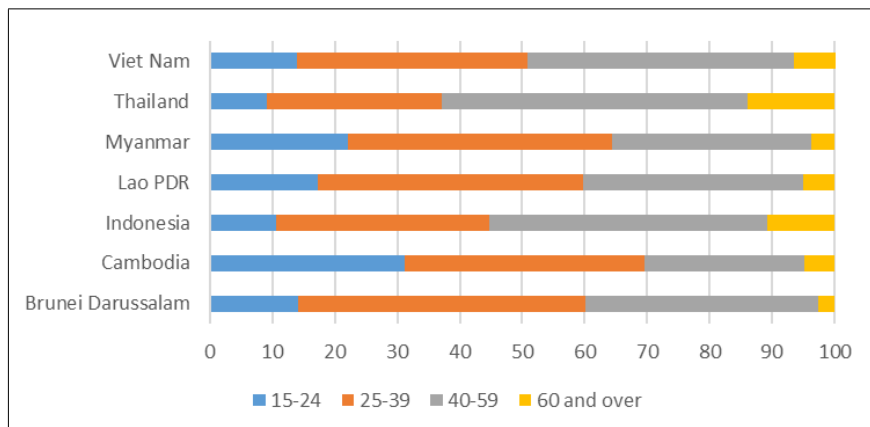
Figure 6.7. Contribution to Total Informal Employment by Urban-Rural Location based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Note: In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age.

Figure 6.8. Contribution to Total Informal Employment by Age Group based on Annex Tables submitted by AMS focal points



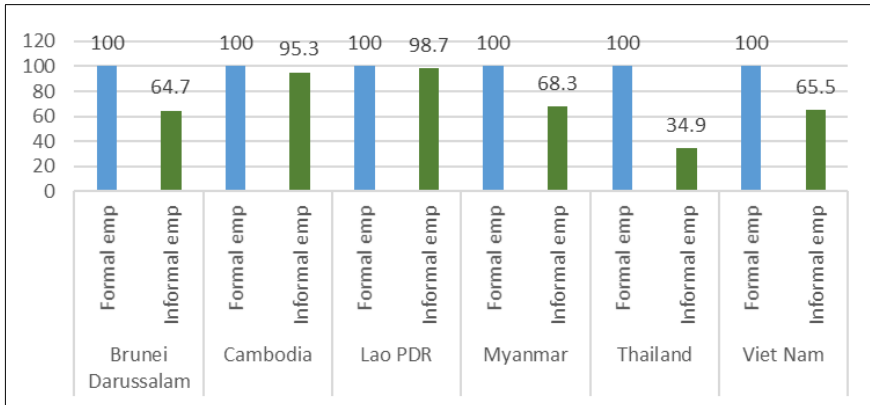
Source: Annex Tables 1, submitted by AMS focal points

Employees make up the bulk of the informally employed in Thailand, Cambodia, Myanmar, and Viet Nam, but own account workers comprise the majority of informal employment workers in Brunei Darussalam, Indonesia, and Malaysia. By sector of employment, wholesale and

retail trade typically has the highest contribution to total informal employment, with manufacturing also contributing a high share in most of the countries. By occupation, service and sales workers, craft and related workers, and elementary occupation workers typically contribute the most to informal employment.

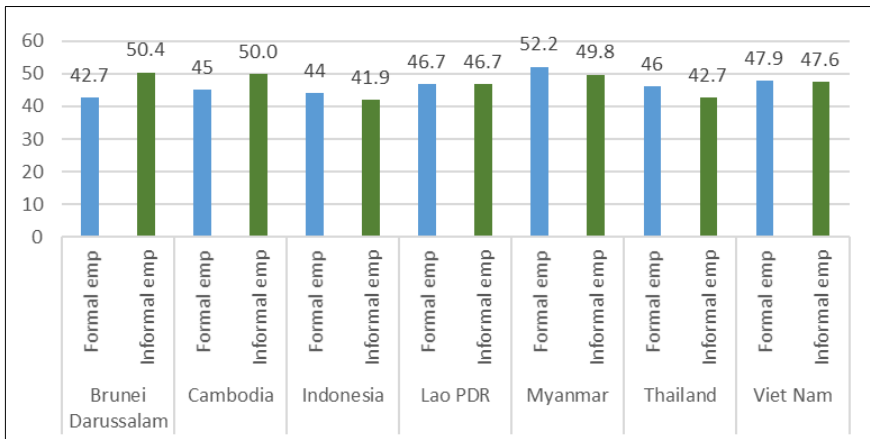
Relating informal employment to decent work indicators, for six AMS with available data, average earnings is typically higher in formal employment compared to informal employment, although the difference is small in Cambodia and Lao PDR (Figure 6.9). Average earnings in both urban and rural areas is significantly lower for informal employment workers compared to formal employment workers in both urban and rural areas for Brunei Darussalam, Myanmar, Thailand, and Viet Nam, but there is no clear pattern when it comes to Cambodia and Lao PDR. A similar pattern emerges when looking at gender, where average earnings for both males and females is significantly lower for informal employment workers compared to formal employment workers for Brunei Darussalam, Myanmar, Thailand, and Viet Nam, but the difference is smaller when it comes to Cambodia and Lao PDR. Informal employment workers work more hours per week, on average, than formal employment workers in Brunei Darussalam and Cambodia (and for both urban and rural areas, as well as for males and females), but the reverse is true for Indonesia, Myanmar and Thailand, Lao PDR and Viet Nam, where they work about the same number of hours (Figure 6.10). Six AMS submitted data on percentage of workers who worked more than 40 hours in the previous week. In three AMS (Brunei Darussalam, Cambodia, and Viet Nam), the percentage share among those informally employed is much higher compared to the formally employed, however for one AMS, it is still higher but much less so (Lao PDR), in one AMS (Myanmar), it is about the same, and in another AMS (Indonesia), the share is higher in formal employment (Figure 6.11).

Figure 6.9. Average Earnings by Formal/Informal Employment based on Annex Tables submitted by AMS focal points (ave. formal sector earnings=100)



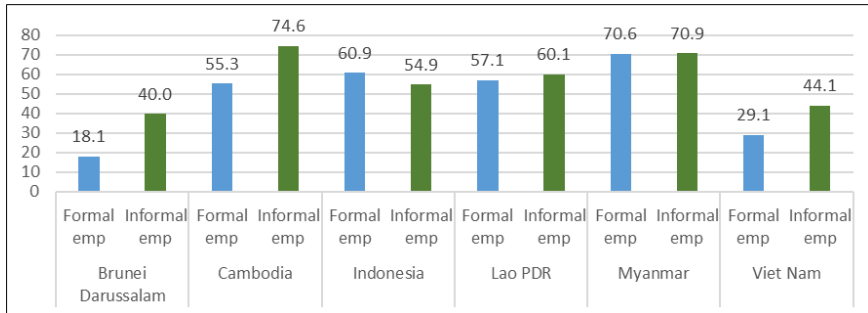
Source: Annex Tables 1, submitted by AMS focal points

Figure 6.10. Mean Hours Worked in previous week by Formal/Informal Employment based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Figure 6.11. Percentage of workers who worked more than 40 hours in previous week by Formal/Informal Employment based on Annex Tables submitted by AMS focal points



Source: Annex Tables 1, submitted by AMS focal points

Feasibility of a consistent definition of informal employment across AMS

Apart from the above exercise, the study would also like to explore the feasibility of a consistent definition of informal employment across AMS based on a worker's access to social security. As would be expected, access to social security varies widely across AMS in line with the differing levels of fiscal capacity and economic development across the region. For this reason, it is important to choose which social security scheme/s and/or employment benefits that should be used in formulating the criteria to identify workers who are in informal employment, especially among employees.

One approach is to check which social security schemes/employment benefits are mandatory in the various AMS, and choose those particular social security schemes/employment benefits. Table 6.1 shows the availability of mandatory social security schemes and employment benefits across AMS.³⁷ It shows that although pension funds or retirement funds are widely available, in the case of Myanmar this is only mandatory for public sector employees. In the case of Cambodia, the pension scheme has so far only been mandatory for public sector employees, and the pension scheme for the private sector will be launched in late 2019. Basic health insurance is also widely available but is only mandatory for public sector employees in Myanmar. Of the ten social security schemes

³⁷ This was based on consultations with AMS focal persons during the first and second study workshops conducted in 8-9 April 2019 and 2-3 September 2019, in Jakarta, Indonesia.

and employment benefits, the ones that are common across all AMS are *paid annual leave, paid sick leave, and paid maternity leave.*

Building on this, Box 3 contains the suggested consistent definition of informal employment in ASEAN for countries which collect informal employment statistics, based on existing workers' access to social security and employment benefits, as enumerated in the columns of Table 6.1.

Box 3. Suggested Consistent ASEAN Definition of Informal Employment

A worker in informal employment refers to

- a. Any worker who does not have access to at least one social security scheme or employment benefit. The social security schemes and employment benefits referred to are the following: pension fund; basic health insurance; injury insurance; disability benefits; survivors' benefits; paid annual leave; paid sick leave; paid maternity leave; paid baby deliver; and unemployment insurance.

If the worker has access to at least one social security scheme or employment benefit, the worker is in informal employment if he or she is

- b. an own account worker or employer employed in own informal sector enterprise, or
- c. a contributing (or unpaid) family worker, or
- d. an own-account worker engaged in production of goods exclusively for own final use by the household, or
- e. an employee with no paid annual leave, no paid sick leave, and working in an enterprise that does not provide paid maternity leave, all at the same time.

Following the discussion in the introductory section, agriculture is excluded from the suggested common definition. The definition is based on existing workers' access to social security and employment benefits. The definition uses the worker as the unit of analysis rather than the job. And, since in some AMS the characteristics of employment are only obtained for the primary or main job, it is also suggested that the primary job be made as the basis for identifying whether a worker is informally employed or not, regardless of the characteristics of the secondary or other jobs. Finally, to avoid possible double counting of migrant workers, citizens of countries who are currently working abroad should be excluded in the computation. Such workers will be counted in other AMS where they are employed.

Table 6.1. Mandatory Social Security Schemes and Employment Benefit across AMS

	Pension fund or retirement fund?	Basic Health insurance?	Injury insurance?	Disability benefits?	Survivors' benefits**?	Paid annual leave?	Paid sick leave?	Paid maternity leave?	Paid baby delivery?	Unemployment insurance?
Brunei Darussalam	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Cambodia	Y**	Y	Y	Y	Y	Y	Y	Y	Y	N
Indonesia	Y	Y	Y	N	Y	Y	Y	Y	T	N
Lao PDR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Malaysia	Y	Y	Y	Y	Y	Y	Y	Y	Y for government workers	Y
Myanmar	Y for government workers	Y for government worker	Y	Y	Y	Y	Y	Y	Y	N
the Philippines***	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
Thailand	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Viet Nam	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Note: Consulted and validated with AMS focal persons during the two study workshops conducted in Jakarta, Indonesia in 8-9 April 2019 and 2-3 September 2019.

* Y=Yes; N=No;

* Disability benefits are payments made to a worker (by a social security fund) to people who cannot work because they have a medical condition that is expected to last one year or result in death; survivor benefits are regular payments made (by a social security fund) to family member/s of a worker who has died

** Cambodia will launch the Pension Scheme for the private sector in late 2019

*** In the Philippines, pension injury insurance, disability benefits, survivor benefits, and unemployment insurance are provided through the Government Service Insurance System (GSIS) for government employees and through the Social Security System (SSS) for private employees.

The use of LFS data in general, and informal employment data in particular, will be expanded greatly and its analysis deepened if the microdata of the LFS is made more easily available to researchers. One possibility is if there could be a microdata archive of labour force survey data for AMS, similar to what is available in Latin America that is accessible to researchers, including students, for free or for a reasonable fee.³⁸ The Philippines, at the moment, appears to be the only AMS that has taken a step in this direction. The country has adopted an open data policy and has made its LFS microdata, after a lag of about three quarters after the survey has been conducted. The microdata is made available to the public through the website of the Philippine Statistics Authority.

38 Vanek, *et al.* (2014): "Statistics on the Informal Economy: Definitions, Regional Estimates & Challenges. WIEGO Working Paper (Statistics) No. 2

Recommendations

7

At its core, informal employment refers to “all employment arrangements that leave individuals without legal or social protection through their work and hence more exposed to economic risk than others, whether or not the economic units they are working for or which they own are formal enterprises, informal enterprises, or households.”³⁹ Thus the goal of measuring informal employment is ultimately to reduce the number of individuals who are exposed to economic risk because they do not have legal or social protection through their work. Statistics, especially labour statistics, play a critical part in evidence-based policymaking.

Strengthening database on informal employment

It is recommended that individual AMS strengthen their national databases on informal employment. For the few AMS which do not regularly conduct the LFS or the LFS with informal employment module, it is recommended, in the absence of a binding constraint such as a lack of funding, to conduct the same with more regularity. LFS are costly to conduct, so maximum use should be made of its results. There are good practices in some AMS that can be emulated in others. For instance, in some AMS, the LFS is used to compute baselines and set targets on labour force outcomes for the country’s economic development plan, including social protection targets for those in the informal sector.⁴⁰ In others, the LFS report is the joint output of the government statistical agency which conducted the survey as well as the labour ministry department in charge of setting labour policy. This helps ensure the collected statistics are not just collected and reported in some unused publication, but rather actually used for policymaking.

39 Carre, F., R. Negrete, and J. Vanek. 2016. Relating Quality of Employment to Informal Employment. WIEGO Statistical Brief No. 15.

40 For example, the Eleventh Malaysia Plan 2016-2020 and the Philippine Development Plan 2017-2022.

Inter-agency committee on informal employment

The formation of an inter-agency committee on informal employment statistics, which can bring together different agencies with a stake on informal employment can help set the direction on the data collection and analyses that need to be done. Such an inter-agency committee can be comprised of the labour ministry, the government statistical agency, the social welfare ministry, the education ministry, the planning ministry, and the ministry of commerce and industry, among others. Annex 2 gives an example of a resolution forming inter-agency committees as well as an example of the composition of an inter-agency committee on labour statistics.

For example, one issue that such an inter-agency committee can tackle is the treatment of IT-based or platform workers, such as Grab drivers. The number of platform workers in AMS is likely already in the millions.⁴¹ There is as yet no cut and dry rule on how to classify platform workers in terms of status in employment.⁴² There is no separate category for them yet. Typically, they are classified as own-account workers or self-employed, but they can also be classified as employees depending on the terms of their contract with the platform owners. In the region, platform workers are typically classified as own-account workers in Cambodia, Lao PDR, Malaysia, the Philippines and Thailand.⁴³ [However, a Grab driver who happens to own a fleet of cars driven by others who are also enrolled under the same or similar platform, may be classified as an employer, as is the case in the Philippines.] The classification is important as it influences the worker's access to social protection and employment benefits, which is a key factor in determining whether they should be counted among those in informal employment. One way to address the issue now for such identified workers, is to include questions in the LFS on the terms of their contract with the platform owners, such as whether

41 <https://ict4dblog.wordpress.com/2019/01/29/how-many-platform-workers-are-there-in-the-global-south/>

42 For example, Uber drivers were upheld as employees by the UK Employment Appeal Tribunal, and Deliveroo riders were classified as employees by the labour inspectorate of Valencia in Spain. But elsewhere in the EU, similar-type workers were classified as self-employed. See <https://www.eurofound.europa.eu/data/platform-economy/dossiers/employment-status> for more on these examples.

43 According to focal persons in the first study workshop.

they are identified as contractors or employees by the platform owners and whether the platform owners contribute to social security for them.

Moving forward, AMS should consider moving from ICSE-93 to ICSE-18, which has introduced the classification of *dependent contractors*. According to the 20th ICLS, dependent contractors are workers who have contractual arrangements of a commercial nature (but not a contract of employment) to provide goods or services for or through another economic unit for profit and pay. Though not employees of that economic unit, they are dependent on that unit for organization and execution of the work, income, or for access to the market, and are usually responsible for arranging their own social insurance and other social security transactions. A shift to ICSE-18 will allow LFS to better capture emerging forms of IT-based jobs. However, there is no general agreement yet on how to classify dependent contractors into formal/informal employment.⁴⁴

Formalizing the operational definition of informal employment

It is recommended that each AMS consider coming up with its own official operational definition of informal employment or validate its existing one. The definition could simply follow ILO's suggested operational definition, which most AMS can already measure using their current LFS, but also could be different. It is important that the definition be consistent with the country's labour laws and social protection framework. The documentation and formalization of such a definition is further recommended to facilitate its acceptance and use, which can be done through a government-issued resolution or memorandum. Annex 3 gives an example of such a resolution in the case of the Philippines when it formalized its definition of the informal sector.

Improving country reports on informal employment

It is recommended for purposes of monitoring and guiding policymaking, that each AMS consider including a more detailed analysis of informal employment in its LFS report. Alternately, AMS could generate a stand-

⁴⁴ ILO. 2018. Revision of the 15th ICLS resolution concerning statistics of employment in the informal sector and the 17th ICLS guidelines regarding the statistical definition of informal employment.

alone report on informal employment containing a minimum set of tables that show the profile of those in informal employment, as well as how those in informal employment fare in terms of decent work indicators. Such a report should include tables and analyses relating informal employment to time-related underemployment, the working poor, occupational safety and health (focusing on 3-D or dangerous, difficult and dirty jobs), and public sector employment. This goes hand-in-hand with the earlier recommendation to regularize the conduct of the LFS for the few countries that do not yet do so.

Related to the above, statistics on informal employment should include both the rate of informal employment by category and the contribution of each category to total informal employment, both of which are useful for targeting policies towards extending labour and social protection coverage. Statistics should be provided using the following suggested breakdowns at the minimum: by sex; urban/rural classification; age group, status in employment; economic sector; occupation; education; and by formal/informal/household sector classification. Informal employment trends and patterns over time should be presented if allowed, by available data. The goal of the report on informal employment is to provide a database, which can be used by policymakers to extend the coverage of labour and social protection.

Institutionalizing the use of informal employment statistics

AMS should use data on informal employment and the informal sector obtained from their LFS in the computation of the national income accounts “to improve the integration of the contribution to GDP of the informal economy in national accounts”.⁴⁵ This is especially important as many AMS still have a very sizeable share of the informal sector and informal employment. Such use of the informal sector and informal employment statistics will institutionalize the measurement of informal employment in the country.

⁴⁵ Adopted from Vanek et al. (2014)

Establishment of the regional database

It is recommended that the ASEAN Secretariat collect, maintain, and update at regular intervals an ASEAN-wide database on informal employment using a common template, similar to what the ILO Department of Statistics working with the ILO Information System for Latin America and the Caribbean (SIALC) and the WIEGO Network have done for more than 70 countries.⁴⁶ In this ILO and WIEGO initiative, the information was collected by having the different countries complete a questionnaire. The data for AMS can be collated using a similar method of filling up a standard template.

Annex 1 could serve as the starting point for such a regional database. It should be pursued to comply with SDG Indicator 8.3.1, but more importantly to achieve one of the activities in the Regional Action Plan of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN, which is to “collect, report and analyse employment statistics in ASEAN Member States, for rural and urban areas, to better understand informal employment and decent work indicators for better policy making”. The database cannot be built and maintained without support from each AMS, especially the project’s focal persons.

To ensure comparability across AMS, the tables in Annex 1 comply with widely adopted international classification standards, such as the International Standard Classification of Occupations 2008⁴⁷ (ISCO-08) of the ILO for occupations, the UN’s International Standard Classification of All Economic Activities (ISIC) Rev. 4⁴⁸ for economic activities, the 15th ICLS’ International Classification of Status in Employment 1993⁴⁹ (ICSE-93) for

46 See https://www.ilo.org/ilostat/faces/oracle/webcenter/portalapp/pagehierarchy/Page3.jspx?MBL_ID=524&_afrcLoop=4054788805553556&_afrcWindowMode=0&_afrcWindowId=f47c24s9j_1#!%40%40%3F_afrcWindowId%3Df47c24s9j_1%26_afrcLoop%3D4054788805553556%26MBL_ID%3D524%26_afrcWindowMode%3D0%26_adf.ctrl-state%3Df47c24s9j_57

47 Available at https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_172572.pdf

48 Available at https://unstats.un.org/unsd/publication/seriesM/seriesm_4rev4e.pdf

49 Available at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf

status in employment, and the International Standard Classification for Education (ISCED)⁵⁰ 2011 for education.

The informal employment statistics could be made part of the ASEAN Statistical Indicators Consolidated Template (ASI-CT), which the ASEAN Secretariat circulates to focal points belonging to the Working Group on Data Analysis, Dissemination and Communication on Statistics (WGDSA)/ national statistical offices every June and December. A team of focal points from the AMS should be established as to who will be in charge of updating the database. To ensure sustainability, the ASEAN Secretariat should consider publishing a periodic bulletin (e.g. every 2 years) or a full-fledged follow-up report (e.g. every 5 years) based on the database, and convene a regular meeting or workshop among the focal persons.⁵¹

Expanding the list of informal employment indicators in the future

In the future, Annex 1 can further be expanded to include more tables that relate informal employment to decent work indicators, such as working poverty and occupational safety and health indicators. This would also be consistent with the ILO Manual on Decent Work Indicators (2013), which suggests analyzing informal employment in combination with other decent work indicators under the headings of Adequate Earnings and Productive Work (the indicators are working poverty rate, employees with low pay rate, average wage), Decent Working Time (employment in excessive working time, weekly hours worked, time-related underemployment), and Stability and Security of Work (job tenure, subsistence worker rate). Other tables that could be included are informal employment statistics relating to platform workers, access of informal workers to microfinance and health insurance, and others that would help AMS better target policy initiatives.

Annex 1 is intended only for this Study Report. On 2-3 September 2019, the ASEAN Secretariat convened the second workshop for the study in

50 Available at <http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf>

51 The recommendations in the paragraph are from the second study workshop held in Jakarta in 2-3 September 2019. See Annex 5 – Guidelines for Establishing and Updating the ASEAN Database for Informal Employment for more of the suggestions and recommendations from the workshop.

Jakarta, Indonesia, titled the Regional Workshop to Discuss the Findings and Ways Forward of the Regional Study on Informal Employment Statistics to Support Decent Work Promotion in ASEAN. In the workshop, the methodology for computing informal employment statistics was deliberated, and the participants exchanged views on the next steps towards the establishment of the regional database. Among the outputs of the workshop are the Methodology for Computing Informal Employment Statistics (Annex 4), the Guidelines for Establishing and Updating the ASEAN Database for Informal Employment (Annex 5), and tables of the departments/agencies who will be in charge of updating the website (Annex 6) and the dates of the next update of informal employment statistics for each AMS (Annex 7).

The implementation of the Guidelines (Annex 5) will require the decision of the ASEAN Community Statistical System on the status of public sharing of the entire database or portions of the database, including what to do should any AMS be not agreeable to releasing some data to the public. Also raised was the issue of whether to continue data collection for indicators where the current submission is less than the agreed upon threshold for inclusion in the publicly available database.

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Annex 1. Tabulations on Informal Employment for the AMS using Official Operational Definition of Informal Employment (As of 1 November 2019) ⁵²

A. Tables on Rate of Informal Employment/Intensity of Informal Employment (population aged 15 and older)

Table A.1. Rate of Informal Employment by urban/rural (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam (2017)	Cambodia (2012)	Indonesia (2018)	Lao PDR (2017)	Malaysia (2017)	Myanmar (2017)	The Philippines (2018)	Singapore	Thailand (2018)	Viet Nam (2016)
Urban	47.6	85.0	39.1	70.8	10.3	78.1	N/A	N/A	35.0	48.5
Rural	43.3	93.2	54.8	80.9	12.5	90.2	N/A	N/A	40.0	65.2
All employed	46.6	90.3	44.1	75.4	10.6	84.1	N/A	N/A	37.1	57.2

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

52 In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries. In case of Singapore, the country is a highly formalised economy where the vast majority of workers are afforded regulatory oversight and employment protection in its labour laws and regulations.

Table A.2. Rate of Informal Employment by sex (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam (2017)	Cambodia (2012)	Indonesia (2018)	Lao PDR (2017)	Malaysia (2017)	Myanmar (2017)	the Philippines (2018)	Singapore	Thailand (2018)	Viet Nam (2016)
Male	46.9	87.0	40.1	71.8	11.0	81.2	N/A	N/A	36.4	60.7
Female	46.2	93.8	50.2	79.6	10.1	87.4	N/A	N/A	37.8	53.3
All employed	46.6	90.3	44.1	75.4	10.6	84.1	N/A	N/A	37.1	57.2

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

Table A.3. Rate of Informal Employment by age group (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
15-24	58.8	96.7	31.7	84.9	9.7	94.2	N/A	N/A	30.9	N/A
25-39	47.4	90.7	37.4	70.7	11.0	85.5	N/A	N/A	26.3	N/A
40-59	43.1	82.9	50.9	76.0	18.9	77.5	N/A	N/A	42.5	N/A
60-64	38.4	87.5	71.8	84.3	3.4	78.9	N/A	N/A	69.2	N/A
65 and older	32.3	94.3	77.9	87.9	-	73.6	N/A	N/A	82.9	N/A
All employed	46.6	90.3	44.1	75.4	10.6	84.1	N/A	N/A	37.1	N/A

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

Table A.4. Rate of Informal Employment by education level completed (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Primary Education and below (ISCED level 0 and level 1)	71.0	96.0	N/A	94.7	20.5 (for no formal education) 17.8 (for primary)	N/A	N/A	N/A	53.4	N/A
Secondary education (ISCED level 2 and level 3)	51.0	87.6	N/A	87.4	12.1	N/A	N/A	N/A	37.4	N/A
Post-secondary non-tertiary education (ISCED level 4)	39.9	50.6	N/A	46.3	-	N/A	N/A	N/A	26.6	N/A
Short-cycle tertiary education (ISCED level 5)	-	-	N/A	35.3	-	N/A	N/A	N/A	-	N/A
Bachelor's level or higher (ISCED levels 6, 7, and 8)	32.2	62.3	N/A	35.4	4.9	N/A	N/A	N/A	18.9	N/A
All employed	46.6	90.3	N/A	75.4	10.6	N/A	N/A	N/A	37.1	N/A

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

Classification based on the International Standard Classification of Education 2011

Table A.5. Rate of Informal Employment by formal/informal sector (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Formal sector	42.5	63.8	N/A	35.6	N/A	58.4	N/A	N/A	20.5	32.3
Informal sector	97.1	99.5	N/A	98.4	100	99.9	N/A	N/A	77.1	99.9
Household sector	-	96.3	N/A	98.9	-	100	N/A	N/A	17.9	99.9
All employed	46.6	90.3	N/A	75.4	10.6	84.1	N/A	N/A	37.1	57.2

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

Table A.6. Rate of Informal Employment by employment status (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Employer	2.1	87.4	0.0	51.5	5.6	32.9	N/A	N/A	79.3	34.9
Employee	-	84.6	13.2	46.6	-	92.1	N/A	N/A	9.0	47.4
Government employee (if available)	25.7	-	-	-	-	-	N/A	N/A	-	-
Private employee (if available)	66.0	-	-	-	3.3	-	N/A	N/A	-	-
Own account worker	39.8	95.8	100.0	51.5	48.3	70.5	N/A	N/A	92.0	75.5
Members of producers' cooperatives	-	100.0	-	-	-	-	N/A	N/A	90.5	52.4
Unpaid family worker	100.0	90.3	100.0	100	28.0	100.0	N/A	N/A	93.1	100.0
All employed	46.6	87.4	44.1	75.4	10.6	84.1	N/A	N/A	37.1	57.2

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

Classification based on the International Classification of Status in Employment, adopted by the 15th ICLS in January 1993 (ICSE-1993)

Table A.7. Rate of Informal Employment by economic sector (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Mining and quarrying	31.3	97.3	37.6	70.5	2.7	97.0	N/A	N/A	5.4	45.4
Manufacturing	73.9	97.7	34.9	80.8	9.3	90.3	N/A	N/A	22.0	47.7
Electricity, gas, steam supply	27.6	74.7	9.8	42.0	1.1	79.1	N/A	N/A	-	19.3
Water supply		80.0	46.7	52.5	5.7	70.4	N/A	N/A	21.7	30.7
Construction	69.2	99.1	55.8	92.6	21.7	97.5	N/A	N/A	49.3	90.2
Wholesale and retail trade	60.6	96.8	66.3	96.0	11.3	81.7	N/A	N/A	56.5	69.8
Transportation storage	36.2	98.9	56.4	82.6	7.5	65.2	N/A	N/A	40.2	65.0
Accommodation and food service	70.1	98.9	67.7	96.0	16.5	83.7	N/A	N/A	65.1	80.7
Information and communication	37.5	95.8	28.38	56.2	4.7	68.8	N/A	N/A	9.3	17.9
Financial & insurance activities	23.8	91.5	2.2	58.1	6.7	85.9	N/A	N/A	5.4	15.7
Real estate activities	67.3	87.3	25.1	100.0	7.3	84.3	N/A	N/A	25.7	52.6
Professional, scientific and technical	45.4	70.5	20.2	89.4	3.4	70.1	N/A	N/A	23.2	31.5
Administrative and support services		97.5	22.6	76.0	12.1	78.5	N/A	N/A	13.1	49.6
Public administration and defence	27.9	34.4	0.0	18.6	-	68.6	N/A	N/A	2.7	18.2

Education	29.6	32.1	1.7	18.7	1.6	77.0	N/A	N/A	4.5	10.5
Human health and social work	21.3	56.2	9.1	23.4	19.3	63.3	N/A	N/A	7.6	17.2
Arts, entertainment	-	94.5	38.9	83.0	9.1	86.7	N/A	N/A	50.1	68.5
Other service activities	76.3	96.9	51.4	98.1	11.7	94.6	N/A	N/A	69.4	83.3
Activities of household as employers	94.3	96.2	18.1	78.5	-	96.5	N/A	N/A	10.2	98.7
Activities of extraterritorial		83.0	0.0	0.0	1.0	98.9	N/A	N/A	-	3.0
Unknown		-	-		1.0		N/A	N/A	-	-
All employed	46.6	90.3	44.1	75.4	10.6	84.1	N/A	N/A	37.1	57.2

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries

Classifications based on International Standard Classification of All Economic Activities (ISIC), Rev. 4

Table A.8. Rate of Informal Employment by occupation (workers in informal employment/total employed), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Managers	31.6	69.7	27.1	82.0	0.6	79.3	N/A	N/A	32.5	9.4
Professionals	30.6	49.1	5.3	33.1	1.2	76.6	N/A	N/A	7.5	8.1
Technicians and associate professionals	36.5	85.8	11.3	35.1	2.7	78.7	N/A	N/A	9.1	22.0
Clerical Support Workers	32.7	69.3	1.4	34.7	0.5	76.6	N/A	N/A	4.1	22.0
Services and sales workers	53.1	94.5	66.5	83.9	19.5	79.8	N/A	N/A	62.8	72.6
Skilled agricultural, forestry and fishery workers	63.4	100.0	-	98.6	-	93.8	N/A	N/A	24.0	49.7
Craft and related trades workers	65.4	98.3	54.3	91.9	32.0	93.2	N/A	N/A	44.3	78.6
Plant and machine operators and assemblers	58.2	97.5	37.0	83.6	2.6	72.4	N/A	N/A	21.8	38.0
Elementary occupations	70.3	98.8	41.1	86.9	11.4	93.1	N/A	N/A	37.0	86.7
Armed Forces Occupations	-	15.1	.	-	-	68.5	N/A	N/A	-	-
All employed	46.6	90.3	44.1	75.4	10.6	84.1	N/A	N/A	37.1	57.2

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) rate of informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the number of employed in the subgroup (e.g. Urban informal employment rate = Urban informally employed/Urban employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries; (d) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to-market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration).

Classifications based on International Standard Classification of Occupations 2008 (ISOC-08)

B. Tables on Contribution to Total Informal Employment (population aged 15 and older)

Table B.1. Contribution to total Informal Employment by urban/rural (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Urban	78.5	33.6	60.0	51.5	82.1	47.0	N/A	N/A	54.6	40.4
Rural	21.5	66.4	40.0	48.5	17.9	53.0	N/A	N/A	45.4	59.6
All employed	100.0	100.0	100.0	100.0	100.0	100.0	N/A	N/A	100.0	100

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Table B.2. Contribution to total Informal Employment by sex (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Male	55.5	50.5	54.7	51.5	61.5	51.8	N/A	N/A	51.7	56.4
Female	44.5	49.5	45.3	48.5	38.5	48.2	N/A	N/A	48.3	43.6
All employed	100.0	100.0	100.0	100.0	100.0	100.0	N/A	N/A	100.0	100

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Table B.3. Contribution to total Informal Employment by age group (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
15-24	14.1	31.1	10.6	17.3	N/A	22.0	N/A	N/A	9.1	14
25-39	46.1	38.5	34.2	42.5	N/A	42.4	N/A	N/A	28.1	36.9
40-59	37.2	25.6	44.4	35.2	N/A	32.0	N/A	N/A	49.0	42.7
60-64	2.0	2.5	5.6	2.9	N/A	2.3	N/A	N/A	7.1	6.7
65 and older	0.6	2.4	5.3	2.1	N/A	1.3	N/A	N/A	6.8	
All employed	100.0	100.0	100.0	100.0	N/A	100.0	N/A	N/A	100.0	100.0

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Table B.4. Contribution to total Informal Employment by education level completed (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand*	Viet Nam
Primary Education and below (ISCED level 0 and level 1)	13.6	55.8	N/A	41.6	20.9	74.0	N/A	N/A	31.2	N/A
Secondary education (ISCED level 2 and level 3)	60.2	40.3	N/A	44.8	64.7	11.0	N/A	N/A	37.7	N/A
Post-secondary non-tertiary education (ISCED level 4)	12.3	1.1	N/A	1.5	0.5	-	N/A	N/A	29.9	N/A
Short-cycle tertiary education (ISCED level 5)	-	-	N/A	8.1	-	15.0	N/A	N/A	-	N/A
Bachelor's level or higher (ISCED levels 6, 7, and 8)	13.9	2.8	N/A	4.0	13.8		N/A	N/A	1.2	N/A
All employed	100.0	100.0	N/A	100.0	100.0	100.0	N/A	N/A	100.0	N/A

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Classification based on the International Standard Classification of Education 2011

* Classification based on the International Standard Classification of Education 1997

Table B.5. Contribution to total Informal Employment by formal/informal sector (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Formal sector	84.3	18.3	N/A	17.4	-	26.5	N/A	N/A	69.4	37.3
Informal sector	15.7	80.2	N/A	41.8	100.0	71.1	N/A	N/A	29.2	21.4
Household sector	-	1.5	N/A	40.8	-	2.4	N/A	N/A	1.4	41.3
All employed	100.0	100.0	N/A	100.0	100.0	100.0	N/A	N/A	100.0	100.0

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Table B.6. Contribution to total Informal Employment by employment status (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Employer	0.1	0.5	0.0	0.9	2.2	0.9	N/A	N/A	7.3	2.6
Employee	22.6	51.2	17.9	27.1	-	55.6	N/A	N/A	79.6	53.4
Government employee (if available)	-	-	-	-	-	-	N/A	N/A	56.0	-
Private employee (if available)	-	-	-	-	20.4	-	N/A	N/A	23.6	-
Own account worker	72.3	32.6	67.5	40.7	69.4	29.6	N/A	N/A	0.9	32.1
Members' of producers' cooperatives	4.4	-	-	-	-	-	N/A	N/A	11.9	3.0
Unpaid family worker	0.7	15.8	14.6	31.3	8.0	13.9	N/A	N/A	0.3	11.8
All employed	100.0	100.0	100.0	100.0	100.0	100.0	N/A	N/A	100.0	100.0

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Classification based on the International Classification of Status in Employment, adopted by the 15 ICLS in January 1993 (ICSE-1993)

Table B.7. Contribution to total Informal Employment by economic sector (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Mining and quarrying	3.6	0.6	1.4	0.9	0.2	2.2	N/A	N/A	0.0	0.5
Manufacturing	6.2	28.2	16.4	16.2	17.2	22.7	N/A	N/A	14.4	23.9
Electricity, gas, steam supply	0.9	0.4	0.1	0.6	0.1	0.2	N/A	N/A	0.2	0.2
Water supply		0.4	0.6	0.4	0.3	0.3	N/A	N/A	0.0	0.2
Construction	8.3	11.1	11.9	11.1	20.0	10.0	N/A	N/A	10.8	19.4
Wholesale and retail trade	19.4	28.1	39.3	45.4	20.5	30.7	N/A	N/A	37.4	26.6
Transportation storage	2.2	8.8	7.8	4.7	3.6	7.3	N/A	N/A	5.5	5.9
Accommodation and food service	10.1	7.4	13.3	5.6	16.0	3.2	N/A	N/A	19.3	11.3
Information and communication	2.0	0.5	0.7	0.7	0.8	0.4	N/A	N/A	0.2	0.3
Financial & insurance activities	1.2	1.0	0.1	0.9	1.8	0.9	N/A	N/A	0.3	0.4
Real estate activities	0.5	0.4	0.3	0.1	0.5	0.4	N/A	N/A	0.5	0.6
Professional, scientific and technical	8.0	0.4	0.3	0.5	0.9	0.4	N/A	N/A	1.0	0.4
Administrative and support services		2.1	0.6	1.2	6.0	2.6	N/A	N/A	0.8	0.7

Public administration and defence	15.2	2.3	0.0	4.2	-	1.0	N/A	N/A	0.5	1.8
Education	6.0	1.3	0.3	2.3	1.0	5.3	N/A	N/A	0.6	1.1
Human health and social work	1.4	0.9	0.4	0.8	8.3	1.0	N/A	N/A	0.5	0.6
Arts, entertainment		1.9	0.6	1.1	0.6	0.3	N/A	N/A	1.3	1.0
Other service activities	3.2	2.6	5.6	3.4	2.2	10.5	N/A	N/A	6.6	4.0
Activities of household as employers	-	1.0	0.6	0.1	-	0.3	N/A	N/A	0.2	1.2
Activities of extraterritorial	-	0.5	0.0	0.0	-	0.1	N/A	N/A	0.0	0.0
Unknown	-	-	-	-	-		N/A	N/A	0.0	0.0
All employed	100.0	100.0	100.0	100	100	100	N/A	N/A	100.0	100

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries.

Classifications based on International Standard Classification of All Economic Activities (ISIC), Rev. 4

Table B.8. Contribution to total Informal Employment by occupation (workers in informal employment/total informal employment), excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
Managers	6.7	2.4	1.7	17.0	0.3	1.1	N/A	N/A	4.8	0.3
Professionals	11.4	3.6	1.0	5.0	1.6	5.9	N/A	N/A	1.7	1.6
Technicians and associate professionals	11.0	5.2	1.1	1.8	3.0	2.7	N/A	N/A	1.6	2.0
Clerical Support Workers	7.2	2.3	0.2	1.3	0.5	3.4	N/A	N/A	0.7	1.7
Services and sales workers	24.6	34.3	51.9	16.3	45.6	32.2	N/A	N/A	50.6	35.6
Skilled agricultural, forestry and fishery workers	0.4	0.2	-	19.5	-	1.4	N/A	N/A	0.4	0.8
Craft and related trades workers	9.5	19.4	20.0	20.1	35.3	23.8	N/A	N/A	19.7	29.8
Plant and machine operators and assemblers	3.8	19.5	8.0	7.2	3.2	9.1	N/A	N/A	8.2	10.2
Elementary occupations	25.4	12.9	16.1	11.8	10.5	20.2	N/A	N/A	12.1	18.0
Armed Forces Occupations	-	0.2	-	-	-	0.2	N/A	N/A	-	-
All employed	100.0	100.0	100.0	100	100	100	N/A	N/A	100.0	100

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) contribution to informal employment for a subgroup is defined as the number of informally employed in the subgroup divided by the total number of informally employed in the country (e.g. contribution of Urban areas to informal employment = Urban informally employed/Total informally employed); (c) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries; (d) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to-market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration).

Classifications based on International Standard Classification of Occupations 2008 (ISOC-08)

C. Tables on Informal Employment and Decent Work Indicators (population aged 15 and older)

Table C.1. Average earnings by formal/informal employment by urban/rural, excluding agriculture

	Brunei Darussalam (BND)	Cambodia (in Riels)	Indonesia	Lao PDR (in kips)	Malaysia* (in RM)	Myanmar (in thousand Kyats)	the Philippines	Singapore	Thailand (Baht)	Viet Nam (in 1000 VND)
FORMAL EMPLOYMENT	1,769	507,902	N/A	2,539,340	2,906*	276.95	N/A	N/A	23,259	6,777
Urban	1,835	573,312	N/A	2,601,488	3,048*	291.37	N/A	N/A	26,168	7,560
Rural	1,567	427,867	N/A	2,424,146	2,089*	243.95	N/A	N/A	19,033	5,726
INFORMAL EMPLOYMENT	1,145	483,817	N/A	2,507,151	N/A	189.02	N/A	N/A	8,109	4,437
Urban	1,162	631,365	N/A	2,828,554	N/A	217.72	N/A	N/A	9,426	4,878
Rural	1,086	430,622	N/A	2,131,342	N/A	164.66	N/A	N/A	7,427	4,153
All employed	1,479	477,517	N/A	-	N/A	204.86	N/A	N/A	22,145	

Notes: (1) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (2) *In the case of Malaysia, data refers to salaries and wages of citizens age 15 to 64 years who were employed either as full-time employees, employees who did not work during the reference month but received salaries and wages and will definitely be called for work, employees who worked for at least 6 hours a day or at least 20 days a month for the usual occupation done every month, or contract workers in the government sector.

Table C.2. Average earnings by formal/informal employment by sex, excluding agriculture

	Brunei Darussalam (BND)	Cambodia (in Riels)	Indonesia	Lao PDR (in kips)	Malaysia* (in RM)	Myanmar (in thousand Kyats)	the Philippines	Singapore	Thailand (Baht)	Viet Nam (in 1000 VND)
FORMAL EMPLOYMENT	1,769	507,902	N/A	2,539,340	2,906*	276.95	N/A	N/A	23,259	-
Male	1,770	533,076	N/A	2,790,140	2,990*	294.60	N/A	N/A	23,347	-
Female	1,768	443,815	N/A	2,129,916	2,788*	246.37	N/A	N/A	23,159	-
INFORMAL EMPLOYMENT	1,145	483,817	N/A	2,507,151	N/A	189.02	N/A	N/A	8,109	4,437
Male	1,299	532,990	N/A	2,733,555	N/A	204.18	N/A	N/A	8,234	4,856
Female	954	416,506	N/A	2,195,966	N/A	170.16	N/A	N/A	7,845	3,835
All employed	1,479	477,517	N/A	-	N/A	204.86	N/A	N/A	22,145	-

Notes: (1) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (2) *In the case of Malaysia, data refers to salaries and wages of citizens age 15 to 64 years who were employed either as full-time employees, employees who did not work during the reference month but received salaries and wages and will definitely be called for work, employees who worked for at least 6 hours a day or at least 20 days a month for the usual occupation done every month, or contract workers in the government sector.

Table C.3. Average earnings by formal/informal employment by occupation, excluding agriculture

	Brunei Darussalam (BND)	Cambodia (in Riels)	Indonesia	Lao PDR (in kips)	Malaysia* (in RM)	Myanmar (in thousand Kyats)	the Philippines	Singapore	Thailand (Baht)	Viet Nam (in 1000 VND)
FORMAL EMPLOYMENT	1,769	507,902	N/A	2,539,340	2,906*	-	N/A	N/A	23,259	6,777
Legislators, senior officials and managers	2,100	769,069	N/A	3,085,180	7,914	792.33	N/A	N/A	44,351	11,206
Professionals	3,084	454,319	N/A	2,648,712	5,086*	227.77	N/A	N/A	38,521	7,312
Technicians and associate professionals	1,971	698,252	N/A	2,917,392	3,292*	295.36	N/A	N/A	31,189	5,885
Clerks	1,150	477,508	N/A	2,574,601	2,219*	395.47	N/A	N/A	21,388	5,828
Service workers and shop sales workers	1,032	456,333	N/A	2,512,411	1,820*	286.00	N/A	N/A	14,642	7,615
Skilled agricultural, forestry and fishery workers	199	-	N/A	-	-	-	N/A	N/A	16,747	6,588
Craft and related trades workers	934	595,323	N/A	2,661,931	1,919*	293.94	N/A	N/A	14,346	6,306
Plant and machine operators	984	376,020	N/A	1,985,828	1,874*	227.62	N/A	N/A	18,363	5,735
Elementary occupations	787	566,374	N/A	2,405,187	1,574*	190.78	N/A	N/A	12,631	5,333
Armed Forces Occupations	-	452,262	N/A	1,804,487	-	225.01	N/A	N/A	-	9,190
INFORMAL EMPLOYMENT	1,145	483,817	N/A	2,507,151	-	-	N/A	N/A	8,109	4,437

Legislators, senior officials and managers	2,782	533,186	N/A	2,955,416	-	431.28	N/A	N/A	9,849	5,384
Professionals	2,733	626,868	N/A	3,744,794	-	245.01	N/A	N/A	12,246	5,414
Technicians and associate professionals	1,423	665,890	N/A	3,067,166	-	399.58	N/A	N/A	9,105	4,584
Clerks	1,052	633,973	N/A	3,054,260	-	238.26	N/A	N/A	9,255	3,272
Service workers and shop sales workers	775	505,569	N/A	2,210,313	-	173.84	N/A	N/A	9,434	4,626
Skilled agricultural, forestry and fishery workers	208	-	N/A	-	-	-	N/A	N/A	11,225	4,753
Craft and related trades workers	745	392,656	N/A	2,397,544	-	190.30	N/A	N/A	7,965	4,537
Plant and machine operators	888	505,185	N/A	2,388,290	-	208.53	N/A	N/A	11,903	5,059
Elementary occupations	471	418,912	N/A	2,470,354	-	128.34	N/A	N/A	7,150	3,589
Armed Forces Occupations	-	428,245	N/A	2,089,060	-	190.51	N/A	N/A	-	4,185
All employed	1,479	466,575	N/A	-	-	-	N/A	N/A	22,145	-

Notes: (1) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (2) *In the case of Malaysia, data refers to salaries and wages of citizens age 15 to 64 years who were employed either as full-time employees, employees who did not work during the reference month but received salaries and wages and will definitely be called for work, employees who worked for at least 6 hours a day or at least 20 days a month for the usual occupation done every month, or contract workers in the government sector.; (3) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to- market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration.

Table C.4. Total hours worked in previous week by formal/informal employment by urban/rural, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	42.7	45	44.0	46.7	-	52.2	N/A	N/A	46.0	47.9
Urban	42.7	44	44.7	46.5	-	53.4	N/A	N/A	46.1	-
Rural	42.5	47	42.0	46.9	-	49.4	N/A	N/A	45.9	-
INFORMAL EMPLOYMENT	50.4	50	41.9	46.7	46.0	49.8	N/A	N/A	42.7	47.6
Urban	51.1	51	42.9	46.9	46.2	50.2	N/A	N/A	43.4	48.3
Rural	47.7	49	40.5	44.9	44.9	49.3	N/A	N/A	42.3	47.2
All employed	46.3	49	43.1	46.7	-	50.1	N/A	N/A	45.8	-

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries; (c) the number of hours per week considered full-time differs across AMS, and is 40 hours for most but only 35 for Lao PDR and Thailand.

Table C.5. Total hours worked in previous week by formal/informal employment by sex, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	42.7	45	44.0	46.7	-	-	N/A	N/A	46.0	47.9
Male	44.2	46	45.4	47.3	-	53.4	N/A	N/A	46.6	48.2
Female	40.8	43	41.3	45.7	-	50.1	N/A	N/A	45.4	47.7
INFORMAL EMPLOYMENT	50.4	50	41.9	46.7	46.0	-	N/A	N/A	42.7	47.6
Male	48.7	50	43.8	46.7	47.2	51.3	N/A	N/A	42.8	48.6
Female	52.5	49	39.7	46.7	44.0	48.1	N/A	N/A	42.3	46.4
All employed	46.3	49	43.1	46.7	-	-	N/A	N/A	45.8	-

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries (c) the number of hours per week considered full-time differs across AMS, and is 40 hours for most but only 35 for Lao PDR and Thailand.

Table C.6. Total hours worked in previous week by formal/informal employment by occupation, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	42.7	45	44.0	46.7	N/A	-	N/A	N/A	46.0	N/A
Legislators, senior officials and managers	43.9	43	41.0	48.2	N/A	44.7	N/A	N/A	43.5	N/A
Professionals	39.0	40	34.7	45.4	N/A	43.5	N/A	N/A	40.4	N/A
Technicians and associate professionals	42.8	44	43.4	46.3	N/A	47.1	N/A	N/A	44.3	N/A
Clerks	40.9	44	41.2	47.8	N/A	46.6	N/A	N/A	43.4	N/A
Service workers and shop sales workers	46.8	55	49.2	46.0	N/A	55.0	N/A	N/A	47.6	N/A
Skilled agricultural, forestry and fishery workers	35.7	-	-	39.9	-	41.4	N/A	N/A	43.6	N/A
Craft and related trades workers	44.0	50	44.8	48.5	-	49.5	N/A	N/A	47.3	N/A
Plant and machine operators	47.6	55	47.4	46.6	-	54.9	N/A	N/A	50.4	N/A
Elementary occupations	42.0	48	44.7	48.5	-	52.0	N/A	N/A	46.7	N/A
Armed Forces Occupations	-	46	-	-	-	61.4	N/A	N/A	-	N/A
INFORMAL EMPLOYMENT	50.4	50	41.9	46.7	46.0		N/A	N/A	42.7	N/A

Legislators, senior officials and managers	47.7	45	43.3	49.5	45.1	50.4	N/A	N/A	40.3	N/A
Professionals	38.8	42	26.5	48.5		42.3	N/A	N/A	31.4	N/A
Technicians and associate professionals	47.3	49	30.9	45.0	46.2	49.4	N/A	N/A	44.2	N/A
Clerks	43.6	48	35.5	46.3	-	47.6	N/A	N/A	41.8	N/A
Service workers and shop sales workers	51.5	51	44.6	47.5	46.0	51.1	N/A	N/A	44.4	N/A
Skilled agricultural, forestry and fishery workers	21.6	51	-	44.3	-	39.5	N/A	N/A	36.0	N/A
Craft and related trades workers	49.3	48	37.1	45.3	45.9	50.2	N/A	N/A	44.3	N/A
Plant and machine operators	50.8	53	43.4	46.2	-	52.6	N/A	N/A	44.9	N/A
Elementary occupations	59.3	50	40.2	46.8	45.3	49.0	N/A	N/A	41.6	N/A
Armed Forces Occupations	-	54	-	-	-	55.1	N/A	N/A	-	N/A
All employed	46.3	49	43.1	46.7	-	-	N/A	N/A	45.8	N/A

Notes: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) In the case of Malaysia, informal employment is counted only for those in the informal sector and includes only workers up to 64 years of age, so figures for Malaysia are not straightforwardly comparable to those in other countries; (c) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to-market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration; (d) the number of hours per week considered full-time differs across AMS, and is 40 hours for most but only 35 for Lao PDR and Thailand.

Table C.7. Percentage of workers who worked more than 40 hours in previous week by formal/informal employment by urban/rural, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	18.1	55.3	60.9	57.1	N/A	70.6	N/A	N/A	N/A	29.1
Urban	18.3	49.2	62.7	56.7	N/A	72.9	N/A	N/A	N/A	26.5
Rural	17.7	62.7	56.1	58.0	N/A	65.3	N/A	N/A	N/A	32.7
INFORMAL EMPLOYMENT	40.0	74.6	54.9	60.1	N/A	70.9	N/A	N/A	N/A	44.1
Urban	41.4	76.4	56.8	64.1	N/A	72.6	N/A	N/A	N/A	44.6
Rural	34.8	73.8	52.0	55.9	N/A	69.4	N/A	N/A	N/A	43.7
All employed	28.3	72.7	58.3	59.3	N/A	70.9	N/A	N/A	N/A	

Note: Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) the number of hours per week considered full-time differs across AMS, and is 40 hours for most but only 35 for Lao PDR and Thailand.

Table C.8. Percentage of workers who worked more than 40 hours in previous week by formal/informal employment by sex, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	18.1	55.3	60.9	57.1	N/A	70.6	N/A	N/A	N/A	29.1
Male	23.0	55.5	65.8	57.7	N/A	74.7	N/A	N/A	N/A	30.2
Female	12.2	54.8	52.1	56.1	N/A	63.5	N/A	N/A	N/A	28.1
INFORMAL EMPLOYMENT	40.0	74.6	54.9	60.1	N/A	70.9	N/A	N/A	N/A	44.1
Male	35.3	76.6	61.7	60.6	N/A	75.9	N/A	N/A	N/A	46.6
Female	45.8	72.7	46.6	59.5	N/A	65.5	N/A	N/A	N/A	40.8
All employed	28.3	72.7	58.3	59.3	N/A	70.9	N/A	N/A	N/A	-

Note: Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) the number of hours per week considered full-time differs across AMS, and is 40 hours for most but only 35 for Lao PDR and Thailand.

Table C.9. Percentage of workers who worked more than 40 hours in previous week by formal/informal employment by occupation, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	18.1	55.3	60.9	57.1	N/A	70.6	N/A	N/A	N/A	N/A
Legislators, senior officials and managers	26.6	41.5	44.0	63.4	N/A	51.8	N/A	N/A	N/A	N/A
Professionals	6.3	47.1	28.6	53.9	N/A	39.8	N/A	N/A	N/A	N/A
Technicians and associate professionals	14.0	45.1	54.4	56.4	N/A	56.4	N/A	N/A	N/A	N/A
Clerks	7.5	36.7	42.6	61.4	N/A	45.2	N/A	N/A	N/A	N/A
Service workers and shop sales workers	33.5	79.1	77.2	49.5	N/A	79.8	N/A	N/A	N/A	N/A
Skilled agricultural, forestry and fishery workers	16.8	-		46.7	N/A	-	N/A	N/A	N/A	N/A
Craft and related trades workers	27.5	79.7	72.0	73.1	N/A	47.1	N/A	N/A	N/A	N/A
Plant and machine operators	32.0	87.9	73.2	72.8	N/A	75.6	N/A	N/A	N/A	N/A
Elementary occupations	17.7	87.0	69.0	67.2	N/A	75.6	N/A	N/A	N/A	N/A
Armed Forces Occupations	-	51.4		-	N/A	69.2	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	40.0	74.6	54.9	60.1	N/A	70.9	N/A	N/A	N/A	N/A

Legislators, senior officials and managers	32.5	58.9	57.9	64.2	N/A	76.9	N/A	N/A	N/A	N/A
Professionals	11.1	55.5	21.0	60.3	N/A	39.6	N/A	N/A	N/A	N/A
Technicians and associate professionals	31.6	71.3	33.3	57.2	N/A	68.3	N/A	N/A	N/A	N/A
Clerks	15.7	64.1	42.8	48.1	N/A	60.4	N/A	N/A	N/A	N/A
Service workers and shop sales workers	46.1	70.7	57.2	62.8	N/A	71.0	N/A	N/A	N/A	N/A
Skilled agricultural, forestry and fishery workers	7.2	53.3	-	56.4	N/A	-	N/A	N/A	N/A	N/A
Craft and related trades workers	46.6	72.5	48.2	57.6	N/A	40.9	N/A	N/A	N/A	N/A
Plant and machine operators	36.9	89.4	57.7	60.8	N/A	76.8	N/A	N/A	N/A	N/A
Elementary occupations	57.9	77.6	57.7	61.2	N/A	80.0	N/A	N/A	N/A	N/A
Armed Forces Occupations	-	73.5	-	-	N/A	72.6	N/A	N/A	N/A	N/A
All employed	28.3	72.7	58.3	59.3	N/A	70.9	N/A	N/A	N/A	N/A

Note: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to-market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration); (c) the number of hours per week considered full-time differs across AMS, and is 40 hours for most but only 35 for Lao PDR and Thailand.

Table C.10. Percentage of workers with access to at least one social security* by formal/informal employment by urban/rural, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	N/A	86.2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Urban	N/A	85.9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rural	N/A	86.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	N/A	6.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Urban	N/A	4.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rural	N/A	6.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
All employed	N/A	13.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions);

* Social security refers to any of the following: pension or retirement fund; basic health insurance; injury insurance; disability benefits; survivors' benefits; paid annual leave; paid sick leave; paid maternity leave; paid baby delivery; unemployment insurance

* Disability benefits are payments made to a worker (by a social security fund) to people who cannot work because they have a medical condition that is expected to last one year or result in death; survivor benefits are regular payments made (by a social security fund) to family member/s of a worker who has died

Table C.11. Percentage of workers with access to at least one social security* by formal/informal employment by sex, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	N/A	86.2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Male	N/A	88.6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	80.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	N/A	6.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Male	N/A	4.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	7.3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
All employed	N/A	13.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions);

* Social security refers to any of the following: pension or retirement fund; basic health insurance; injury insurance; disability benefits; survivors' benefits; paid annual leave; paid sick leave; paid maternity leave; paid baby delivery; unemployment insurance

* Disability benefits are payments made to a worker (by a social security fund) to people who cannot work because they have a medical condition that is expected to last one year or result in death; survivor benefits are regular payments made (by a social security fund) to family member/s of a worker who has died

Table C.12. Percentage of workers with access to at least one social security* by formal/informal employment by occupation, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	N/A	86.2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislators, senior officials and managers	N/A	89.2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Professionals	N/A	97.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Technicians and associate professionals	N/A	88.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerks	N/A	99.9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers and shop sales workers	N/A	56.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Craft and related trades workers	N/A	34.3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Plant and machine operators	N/A	80.1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Elementary occupations	N/A	91.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Armed Forces Occupations	N/A	100.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	N/A	6.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislators, senior officials and managers	N/A	11.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Professionals	N/A	12.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Technicians and associate professionals	N/A	7.1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerks	N/A	11.1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers and shop sales workers	N/A	1.6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Craft and related trades workers	N/A	2.1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Plant and machine operators	N/A	17.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Elementary occupations	N/A	2.4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Armed Forces Occupations	N/A	10.2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
All employed	N/A	13.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to-market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration).

- * Social security refers to any of the following: pension or retirement fund; basic health insurance; injury insurance; disability benefits*; survivors' benefits*; paid annual leave; paid sick leave; paid maternity leave; paid baby delivery; unemployment insurance
- * Disability benefits are payments made to a worker (by a social security fund) to people who cannot work because they have a medical condition that is expected to last one year or result in death; survivor benefits are regular payments made (by a social security fund) to family member/s of a worker who has died

Table C.13. Time-related underemployment* rate by formal/informal employment by urban/rural, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	N/A	2.1	N/A	0.2	N/A	-	N/A	N/A	N/A	N/A
Urban	N/A	2.8	N/A	0.1	N/A	1.3	N/A	N/A	N/A	N/A
Rural	N/A	1.4	N/A	0.5	N/A	2.8	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	N/A	1.4	N/A	1.4	N/A	-	N/A	N/A	N/A	N/A
Urban	N/A	2.0	N/A	1.2	N/A	3.4	N/A	N/A	N/A	N/A
Rural	N/A	1.2	N/A	1.5	N/A	5.8	N/A	N/A	N/A	N/A
All employed	N/A	1.5	N/A	1.1	N/A	-	N/A	N/A	N/A	N/A

Note: Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions);

* Time-related underemployment rate refers to the share of all employed who (i) wanted to work additional hours (ii) had worked less than 40 hours in the previous week, and (iii) were available to work additional hours given an opportunity for more work.

Table C.14. Time-related underemployment* rate by formal/informal employment by sex, excluding agriculture

	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	N/A	2.1	N/A	0.2	N/A	-	N/A	N/A	N/A	N/A
Male	N/A	2.7	N/A	0.4	N/A	2.1	N/A	N/A	N/A	N/A
Female	N/A	0.9	N/A	0.0	N/A	1.2	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	N/A	1.4	N/A	1.4	N/A	-	N/A	N/A	N/A	N/A
Male	N/A	1.9	N/A	1.6	N/A	4.9	N/A	N/A	N/A	N/A
Female	N/A	1.0	N/A	1.1	N/A	4.4	N/A	N/A	N/A	N/A
All employed	N/A	1.5	N/A	1.1	N/A	-	N/A	N/A	N/A	N/A

Note: Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions);

* Time-related underemployment rate refers to the share of all employed who (i) wanted to work additional hours (ii) had worked less than 40 hours in the previous week, and (iii) were available to work additional hours given an opportunity for more work.

Table C.15. Time-related underemployment* rate by formal/informal employment by occupation, excluding agriculture

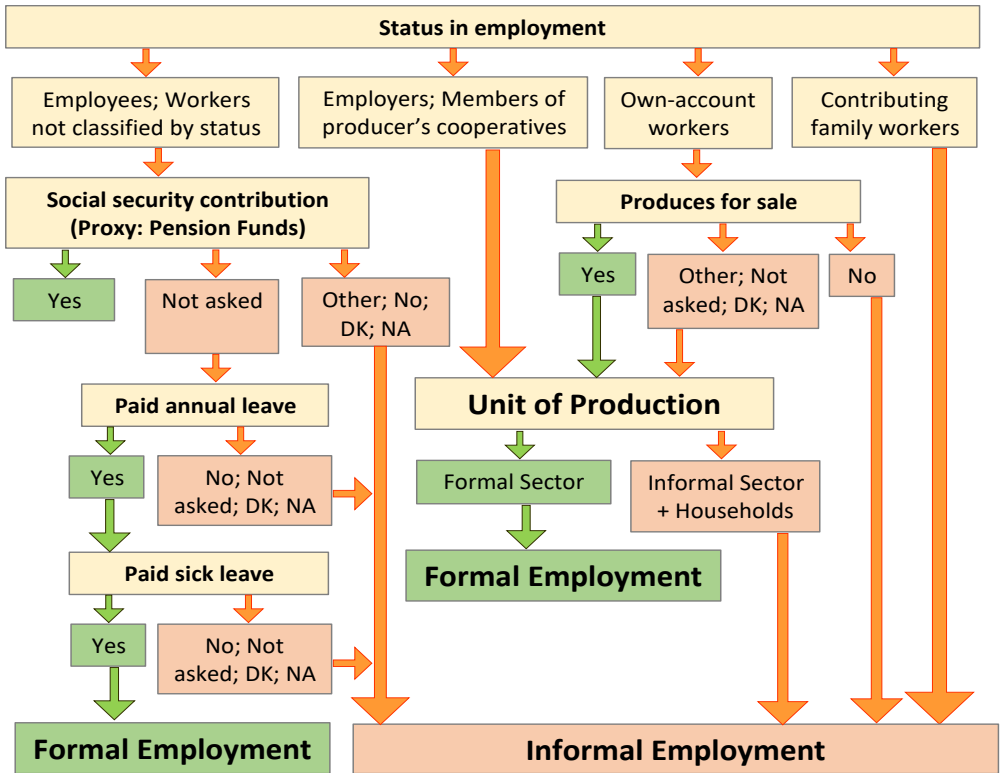
	Brunei Darussalam	Cambodia	Indonesia	Lao PDR	Malaysia	Myanmar	the Philippines	Singapore	Thailand	Viet Nam
FORMAL EMPLOYMENT	N/A	2.1	N/A	0.2	N/A	-	N/A	N/A	N/A	N/A
Legislators, senior officials and managers	N/A	0.2	N/A	0.2	N/A	2.7	N/A	N/A	N/A	N/A
Professionals	N/A	1.3	N/A	0.1	N/A	1.0	N/A	N/A	N/A	N/A
Technicians and associate professionals	N/A	4.4	N/A	0.0	N/A	0.6	N/A	N/A	N/A	N/A
Clerks	N/A	6.6	N/A	0.0	N/A	1.0	N/A	N/A	N/A	N/A
Service workers and shop sales workers	N/A	0.6	N/A	0.0	N/A	1.3	N/A	N/A	N/A	N/A
Skilled agricultural, forestry and fishery workers	N/A	-	N/A	0.0	N/A	-	N/A	N/A	N/A	N/A
Craft and related trades workers	N/A	0.0	N/A	2.6	N/A	0.0	N/A	N/A	N/A	N/A
Plant and machine operators	N/A	7.3	N/A	0.0	N/A	0.6	N/A	N/A	N/A	N/A
Elementary occupations	N/A	9.8	N/A	0.7	N/A	3.4	N/A	N/A	N/A	N/A
Armed Forces Occupations	N/A	0.8	N/A	0.0	N/A	4.2	N/A	N/A	N/A	N/A
INFORMAL EMPLOYMENT	N/A	1.4	N/A	1.4	N/A	-	N/A	N/A	N/A	N/A

Legislators, senior officials and managers	N/A	1.8	N/A	0.5	N/A	1.2	N/A	N/A	N/A	N/A
Professionals	N/A	3.2	N/A	0.4	N/A	1.8	N/A	N/A	N/A	N/A
Technicians and associate professionals	N/A	1.2	N/A	1.3	N/A	2.1	N/A	N/A	N/A	N/A
Clerks	N/A	0.3	N/A	1.6	N/A	2.2	N/A	N/A	N/A	N/A
Service workers and shop sales workers	N/A	1.2	N/A	1.6	N/A	4.1	N/A	N/A	N/A	N/A
Skilled agricultural, forestry and fishery workers	N/A	-	N/A	1.6	N/A	-	N/A	N/A	N/A	N/A
Craft and related trades workers	N/A	1.6	N/A	1.5	N/A	9.2	N/A	N/A	N/A	N/A
Plant and machine operators	N/A	1.1	N/A	1.0	N/A	5.0	N/A	N/A	N/A	N/A
Elementary occupations	N/A	2.0	N/A	2.3	N/A	3.0	N/A	N/A	N/A	N/A
Armed Forces Occupations	N/A	0.0	N/A	0.0	N/A	7.4	N/A	N/A	N/A	N/A
All employed	N/A	1.5	N/A	1.1	N/A	-	N/A	N/A	N/A	N/A

Note: (a) Informal employment is defined using official operational definition of country (see Chapter 4 for individual country definitions); (b) Skilled agricultural, forestry and fishery workers refer to those employed in such occupations outside of the agricultural sector (e.g. a skilled farmer working for a farm-to-market restaurant, and thus in the services sector; or a skilled forestry worker employed by a government agency tasked with regulating environmental concerns, and thus in public administration).

* Time-related underemployment rate refers to the share of all employed who (i) wanted to work additional hours (ii) had worked less than 40 hours in the previous week, and (iii) were available to work additional hours given an opportunity for more work.

Annex Figure 1. ILO's Informal Employment Flowchart



Source: ILO Department of Statistics

Annex 2. Example of Formation and Composition of an Inter-Agency Committee on Labor Statistics

Resolutions Approved by the NSCB Executive Board

Series of 2009 ■

NSCB Resolution No. 1
Series of 2009

APPROVING THE RETENTION OF THE EXISTING COMPOSITION OF THREE TECHNICAL COMMITTEES AND SEVEN INTERAGENCY COMMITTEES AND THE RECONSTITUTION AND RENAMING OF ONE INTERAGENCY COMMITTEE

WHEREAS, the National Statistical Coordination Board (NSCB) was created thru Executive Order No. 121 as the highest policymaking and coordinating body on statistical matters in the Philippine Statistical System;

WHEREAS, to help fulfill its mandate of policymaking and coordination, the NSCB Executive Board creates Technical Committees (TCs), Interagency Committees (IACs) and Task Forces (TFs) to serve as mechanisms for coordination and perform, among others, the following functions:

1. To serve as fora for the exchange of views and expertise to resolve technical issues and problems of statistical data users and producers;
2. To recommend to the Board measures for improving the manner and form of reporting the statistics, including the techniques and methodologies employed in its production; and
3. To recommend to the Board an efficient workable scheme for the allocation of agency responsibilities in the production of statistics.

WHEREAS, membership in IACs and TFs depends on agency sectoral concerns, while that in TCs requires individual expertise;

WHEREAS, the TCs, IACs and TFs must focus on responding to critical and imperative requirements of the stakeholders of the Philippine Statistical System;

WHEREAS, to ensure: (1) enhanced effectiveness and efficiency of the TCs/IACs/TFs, particularly in the performance of the functions for which they were created; (2) the needed expertise in the resolution of problems/issues at hand; (3) constant interaction and coordination among the member agencies and individual members; and (4) continuance of TC/IAC/TF-initiated activities, the NSCB Technical Staff reviews the composition of each TC/IAC/TF at the start of every year and recommends reconstitution, if deemed necessary;

WHEREAS, guided by the foregoing, there is a need to retain the existing composition of the following TCs/IACs:

Technical Committee on Price Statistics
Technical Committee on Statistical Standards and Classifications
Technical Committee on the Seasonal Adjustment of Philippine Time Series
Interagency Committee on Foreign Direct Investment Statistics
Interagency Committee on Gender Statistics
Interagency Committee on Health and Nutrition Statistics
Interagency Committee on Information and Communication Technology Statistics
Interagency Committee on Science and Technology Statistics
Interagency Committee on Tourism Statistics
Interagency Committee on Trade Statistics

and to reconstitute the membership of the Interagency Committee on Labor, Income and Productivity Statistics (IACLIPS) and rename it into the Interagency Committee on Labor and Productivity Statistics (IACLPS) in view of the transfer of all income-related concerns, previously assigned to the IACLIPS, to the TC on Poverty Statistics, as also recommended by the IACLIPS;

NOW, THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED, that the Board approve the:

- (1) retention of the existing composition of the foregoing three TCs and seven IACs for CY 2009 ([Annex BR-01-2009-01](#)); and
- (2) reconstitution and renaming of the Interagency Committee on Labor, Income and Productivity Statistics into the Interagency Committee on Labor and Productivity Statistics ([Annex BR-01-2009-02](#));

BE IT RESOLVED FURTHER, that the above TCs/IACs shall prioritize outputs that will address the more urgent statistical concerns such as improving the quality of critical indicators on the current economic crisis.

Approved this 11th day of February 2009, in Pasig City:

Attested by:

ROMULO A. VIROLA
Secretary General

Posted 27 March 2009

Reconstitution and Renaming of the Interagency Committee on Labor, Income and Productivity Statistics into the Interagency Committee on Labor and Productivity Statistics (as of January 2009)

Aspect	OLD	PROPOSED OR NEW
Membership		
Chair	Undersecretary for Policy, Programs and International Affairs, Department of Labor and Employment (DOLE)	same
Co-Chair	Assistant Secretary General, National Statistical Coordination Board (NSCB)	same
Vice-Chair	Director, Household Statistics Department National Statistics Office (NSO)	same
Members	Director, Bureau of Labor and Employment Statistics (BLES)	same
	Director, Bureau of Agricultural Statistics (BAS)	same
	Dean, College of Business and Economics De La Salle University (DLSU)	same
	Executive Director, Institute for Labor Studies	same
	Director, National Planning and Policy Staff National Economic and Development Authority (NEDA)	same
	Director, Social Statistics Office NSCB	same
	Director, Industry and Trade Statistics Department NSO	same
	Executive Director, National Wages and Productivity Commission (NWPC)	same
	Director, Planning Branch Philippine Overseas Employment Administration (POEA)	same
	Director, Planning Office Technical Education and Skills Development Authority (TESDA)	same
Representative, Trade Union Congress of the Philippines (TUCP)	same	

Aspect	OLD	PROPOSED OR NEW
	<p>Professor, School of Economics, University of the Philippines – Diliman (UPD)</p>	<p>same</p> <p>Additional:</p> <p><i>Director, Bureau of Local Employment (BLE)</i></p> <p><i>Representative, Employers Confederation of the Philippines (ECOP)</i></p>

Annex 3. Example of a Government Resolution formalizing a definition of the informal sector for the country



Republika ng Pilipinas
PAMBANSANG LUPON SA UGNAYANG PANG-ESTADISTIKA
(NATIONAL STATISTICAL COORDINATION BOARD)
1st, 2nd & 5th Floors Midland Buendia Building
403 Sen. Gil J. Puyat Avenue, Makati City 1200

NSCB Resolution No. 15
Series of 2002

ADOPTION OF AN OFFICIAL DEFINITION ON THE INFORMAL SECTOR

WHEREAS, the informal sector plays a significant role in the generation of output, employment and income as well as in the economic and social development of the country;

WHEREAS, there is a need for a standard conceptual and operational definition for the informal sector to measure its contribution to the economy and guide the development of policies, programs and interventions in providing assistance, increasing productivity and promoting social welfare;

WHEREAS, a standard definition will facilitate the collection of data about the sector;

WHEREAS, the 15th International Conference of Labor Statisticians (15th ICLS) in 1993 formulated a definition to guide countries in measuring the informal sector;

WHEREAS, the United Nations Expert Group on Informal Sector Statistics (Delhi Group) constituted in 1997 endeavoured to harmonize national definitions on the basis of the framework set by the ILO international definition;

WHEREAS, the International Labor Organization (ILO) - United Nations Development Programme (UNDP) Project on the Development of Policy, Legislative and Institutional Reforms for the Promotion and Protection of Workers in the Informal Sector has also formulated a definition which was endorsed by its Project Advisory Committee to the NSCB for consideration;

WHEREAS, the NSCB Technical Staff held discussions to evaluate the definitions formulated by the 15th ICLS, the Delhi Group and the ILO-UNDP Project and presented its findings to the NSCB Management Committee;

WHEREAS, the Inter-Agency Committee on Labor, Income and Productivity Statistics (IACLIPS) and its Technical Working Group on Labor and Employment Statistics (TWGLES) also conducted meetings to evaluate the proposed definition;

WHEREAS, the NSCB Technical Staff, the IACLIPS and the TWGLES formulated a revised definition and agreed to recommend it for approval;

NOW, THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED, that the Board approve the recommendation of the IACLIPS and the NSCB Technical Staff for adoption by concerned government agencies and instrumentalities, the official standard conceptual and operational definition of the informal sector as specified in Attachment 1;

Tel. Nos. 895-2395 897-2171 896-4665
896-1787 896-1796 896-7975
Fax Nos. 890-9405 890-8456 895-2767

URL: <http://www.nscb.gov.ph>
E-mail address: info@nscb.gov.ph

OFFICIAL DEFINITION OF THE INFORMAL SECTOR

1. Conceptual Definition

The informal sector consists of "units" engaged in the production of goods and services with the primary objective of generating employment and incomes to the persons concerned in order to earn a living.

These units typically operate at a low level of organization, with little or no division between labour and capital as factors of production. It consists of household unincorporated enterprises that are market and non-market producers of goods as well as market producers of services.

Labor relations, where they exist, are based on casual employment, kinship or personal and social relations rather than formal or contractual arrangements.

2. Operational Definition

For statistical purposes, the informal sector shall refer to household unincorporated enterprises which consists of both informal own-account enterprises and enterprises of informal employers.

Informal own-account enterprises are household unincorporated enterprises owned and operated by own-account workers, either alone or in partnership with members of the same or other households which may employ unpaid family workers as well as occasionally/seasonally hired workers but do not employ employees on a continuous basis.

Enterprises of informal employers are household unincorporated enterprises owned and operated by own-account workers, either alone or in partnership with members of the same or other households which employ one or more employees on a continuous basis.

Particular cases that are excluded:

- (1) Corporations
 - (2) Quasi-corporations
 - (3) Units with ten or more employees
 - (4) Corporate farms
 - (5) Commercial livestock raising
 - (6) Commercial fishing
- 

BE IT RESOLVED FURTHER, that the IACLIPS, TWGLES and the NSCB Technical Staff study further the other cases for exclusion (i.e., units engaged in providing domestic services/household helpers; units engaged in professional services; farms managed by cooperatives; and farms with an area of three hectares or more) from the operational definition;

Approved this 6th day of November 2002, in Pasig City.

Attested by:


ROMULO A. VIROLA
Secretary General

Annex 4. Illustrative Methodology for Computing Informal Employment Statistics

1. What are the things needed to compute for informal employment statistics?

There are four things needed to compute informal employment statistics, such as those included in the Annex Tables of the study 'Informal Employment Statistics in ASEAN Member States', for a given country. These four things are as follows:

- a. An operational definition of “informal employment” for the given country
- b. A microdata set containing the variables needed to compute for informal employment, typically the labour force survey or a similar or attached survey
- c. A dictionary file that describes the microdata set in (b) and clearly defines the variables in the microdata set, including the codes used to assign values to the variables
- d. A code using a statistical software that will generate the identified tables. Of course, this also implies that a statistical software is needed, examples of which are **Stata** and **SPSS**.

2. How is “informal employment” operationally defined?

The definition across countries may vary, but they will typically be closely related. [In the following, we will illustrate the steps of computing informal employment statistics using the specific example of Cambodia, but the steps will be similar for other countries.]

In Cambodia, informal employment was operationally defined (in the LFS 2012) as comprising the following:

- ▶ Employees in the non-agriculture sector with no employer contribution to a retirement or pension fund;

- ▶ All contributing family workers;
- ▶ All employers and own-account workers in private unincorporated enterprises engaged in non-agriculture work that are not registered with the Ministries of Commerce, Industry, Tourism or any other Cambodian authority;
- ▶ All own-account workers employed in a private household.

3. How does a microdata look like?

The screen capture photo below (Figure 1) shows, in the specific case of the Cambodia LFS 2012, what microdata looks like. The topmost row of the database gives the variable names (e.g. HSS, Q00_HHSN), Q01_AID). Each row represents one individual in the microdata. In the case of the Cambodia LFS 2012, there are 48,290 rows in the file, which means that there were 48,290 individuals included in the survey. The 48,290 individuals are supposed to represent all the individuals living in Cambodia in 2012, so the database includes a variable that quantifies how many individuals in the population each individual in the microdata represents. In this particular database, this is the variable WEIGHTED.

Figure 1. Example of microdata

	HSS	Q00_HHSN	Q01_AID	Q01_A3	Q01_A4	Q01_A5	Q01_A6	Q01_A7	Q01_A8	Q01_A9	Q01_A10
1	551:househo1	35055055	1	2	Son / Daught	Female	4	Yes (Person)	Yes	2	Yes
2	552:househo1	55955055	4	2	Son / Daught	Male	4	No	Yes	2	Yes
3	551:househo1	3003003	2	2	Spouse	Female	48	No	-	-	-
4	551:househo1	3003003	8	2	Son / Daught	Male	0	No	Yes	2	Yes
5	551:househo1	8009009	4	2	Son / Daught	Male	10	Yes (Person)	Yes	2	Yes
6	551:househo1	9009009	5	2	Son / Daught	Female	4	No	Yes	2	Yes
7	552:househo1	3101011	1	1	Household He	Female	60	No	-	-	-
8	551:househo1	15015015	4	2	Son / Daught	Male	13	Yes (Person)	Yes	2	Yes
9	551:househo1	15015015	5	2	Son / Daught	Male	11	Yes (Person)	Yes	2	Yes
10	551:househo1	18018018	3	2	Son / Daught	Male	17	Yes (Person)	Yes	2	Yes
11	551:househo1	18018018	4	2	Son / Daught	Male	9	Yes (Person)	Yes	2	Yes
12	551:househo1	22022022	2	2	Spouse	Female	40	No	-	-	-
13	551:househo1	22022022	6	2	Son / Daught	Male	9	Yes (Person)	Yes	2	Yes
14	551:househo1	22022022	7	2	Son / Daught	Male	8	Yes (Person)	Yes	2	Yes
15	551:househo1	22022022	8	2	Son / Daught	Male	4	No	Yes	2	Yes
16	551:househo1	22022022	9	2	Son / Daught	Male	3	No	Yes	2	Yes
17	551:househo1	22022022	10	2	Son / Daught	Male	1	No	Yes	2	Yes
18	552:househo1	25025025	3	6	Son / Daught	Male	13	Yes (Person)	Yes	2	Yes
19	552:househo1	25025025	4	6	Son / Daught	Female	10	Yes (Person)	Yes	2	Yes
20	552:househo1	25025025	5	6	Son / Daught	Male	7	Yes (Person)	Yes	2	Yes
21	552:househo1	25025025	6	6	Parent/paren	Female	55	No	-	-	-
22	552:househo1	25025025	5	2	Son / Daught	Male	21	No	-	-	-
23	552:househo1	32032032	6	2	Son / Daught	Female	11	Yes (Person)	Yes	2	Yes
24	552:househo1	32032032	7	2	Son / Daught	Male	9	Yes (Person)	Yes	2	Yes
25	551:househo1	36036036	1	1	Household He	Female	61	No	-	-	-
26	551:househo1	36036036	4	1	Son / Daught	Female	16	Yes (Person)	Yes	1	No (Died)

4. What does a data dictionary look like?

The data dictionary describes the data (how many observations, file size, etc.), enumerates and defines the variables in the dataset, and also includes the codes used to assign values to the variables. The data dictionary can be given as a separate file, typically a text file, or it can be embedded in the database and can be retrieved by using a statistical software. In the case of the Cambodia LFS, the data dictionary is embedded in the file. Using the command **describe** and the command **label list** in the statistical software **Stata**, we get the data dictionary corresponding to the Cambodia LFS 2012, as partially show in the pictures below (Figures 2 and 3).

Figure 2. Partial list of variables and variable labels

```
> a LFS 2012.dta
  obs:      48,290
  vars:      222
  size:     27,815,040
                                4 May 2019 23:35
```

variable name	storage type	display format	value label	variable label
Q00_Prov	byte	%12.0f	Q00_Prov	Province
Q00_Dist	byte	%12.0f		District
Q00_Com	byte	%12.0f		Commune
Q00_Vil	byte	%12.0f		Village
Q00_UR	byte	%12.0f	Q00_UR	Area (Urban/Rural)
Q00_EA	int	%12.0f	Q00_EA	Enumeration Area code
Q00_HHID	int	%12.0f		Sample household ID number
HSS	byte	%12.0f	HSS	Household Status for Labor Force and Child Labor
Q00_HHSN	long	%12.0f		House/Structure number
Q01_AID	byte	%12.0f		A1. ID number
Q01_A3	byte	%12.0f		A3. ID from A1
Q01_A4	byte	%12.0f	Q01_A4	A4. Relationship to the head of household
Q01_A5	byte	%12.0f	Q01_A5	A5. Sex
Q01_A6	byte	%12.0f		A6. Age in completed years
Q01_A7	byte	%12.0f	Q01_A7	A7. Person between 5-17 years old
Q01_A8	byte	%12.0f	Q01_A8	A8. Natural mother alive
Q01_A9	byte	%12.0f	Q01_A9	A9. Mother ID
Q01_A10	byte	%12.0f	Q01_A10	A10. Natural father alive
Q01_A11	byte	%12.0f	Q01_A11	A11. Father ID
Q01_A12	byte	%12.0f	Q01_A12	A12. Marital status
Q01_A13A	byte	%12.0f	Q01_A13A	A13a. Where was born
Q01_A13B	byte	%12.0f	Q01_A13B	A13b. Birth province
Q01_A13C	byte	%12.0f	Q01_A13C	A13c. Birth country
Q01_A14	int	%12.0f		A14. Year move to live in this province
Q01_A15A	byte	%12.0f	Q01_A15A	A15a. Last province live
Q01_A15B	byte	%12.0f	Q01_A15B	A15b. Last country live
Q01_A16	byte	%12.0f	Q01_A16	A16. Main reason for moving
Q01_A16TXT	str20	%20s		A16o. Other of A16
Q01_A17	byte	%12.0f	Q01_A17	A17. Difficulty seeing
Q01_A18	byte	%12.0f	Q01_A18	A18. Difficulty hearing
Q01_A19	byte	%12.0f	Q01_A19	A19. Difficulty walking or climbing steps
Q01_A20	byte	%12.0f	Q01_A20	A20. Difficulty remembering or concentrating
Q01_A21	byte	%12.0f	Q01_A21	A21. Difficulty washing all over or dressing
Q02_B1	byte	%12.0f	Q02_B1	B1. Read and write Khmer language
Q02_B21	byte	%12.0f	Q02_B21	B2. Read and write other language 1
Q02_B22	byte	%12.0f	Q02_B22	B2. Read and write other language 2
Q02_B23	byte	%12.0f	Q02_B23	B2. Read and write other language 3

Figure 3. Partial list of value labels

```
. label list
Q00_Prov:
    1 Banteay Mean Chey
    2 Bat Dambang
    3 Kampong Cham
    4 Kampong Chhnang
    5 Kampong Speu
    6 Kampong Thum
    7 Kampot
    8 Kandal
    9 Kaoh Kong
   10 Kratie
   11 Mondul Kiri
   12 Phnom Penh
   13 Preah Vihear
   14 Prey Veaeng
   15 Pousat
   16 Rattanak Kiri
   17 Siem Reab
   18 Preah Sihanouk
   19 Stueng Traeng
   20 Svay Rieng
   21 Takaev
   22 Oudor Mean Chey
   23 Kaeb
   24 Pailin

Q00_UR:
    1 Urban
    2 Rural
```

5. How to use the data and data dictionary to compute for informal employment statistics

We illustrate how to use the Cambodia LFS 2012 to compute for *informal employment rate* and *contribution to total informal employment* by sex and by age group using the statistical software **Stata**. The computation using breakdown by other variables will be similar and entail only a slight modification of the codes used.

First, we present a description of the variables that will be used in the code. Figure 4 shows the variable names and the corresponding variable descriptions. Figure 5 shows the value labels for the list of variables, except for the variable Q01_A6, which is the age in completed years and does not require a separate label.

Figure 4. Illustrative variables

```
. des Q00_UR Q01_A6 Q05_E2 Q05_E7 Q05_E8 Q05_E9 Q05_E10
```

variable name	storage type	display format	value label	variable label
Q00_UR	byte	%12.0f	Q00_UR	Area (Urban/Rural)
Q01_A6	byte	%12.0f		A6. Age in completed years
Q05_E2	int	%12.0f	Q05_E2	E2. Main tasks or duties, ISCO
Q05_E7	byte	%12.0f	Q05_E7	E7. Type of enterprise, organization
Q05_E8	byte	%12.0f	Q05_E8	E8. Business registered with the Ministry of Commerce
Q05_E9	byte	%12.0f	Q05_E9	E9. Job/activity status (Status in employment)
Q05_E10	byte	%12.0f	Q05_E10	E10. Pension or retirement fund

Figure 5. Value label for illustrative variables

```
. label list Q00_UR Q05_E7 Q05_E8 Q05_E9 Q05_E10
```

Q00_UR:

- 1 Urban
- 2 Rural

Q05_E7:

- 1 Government
- 2 Public/state-owned enterprise
- 3 Non-profit organization
- 4 Private household
- 5 Non-farm private enterprise
- 6 Farm private enterprise
- 7 Other

Q05_E8:

- 1 Registered
- 2 Not registered
- 3 In the process of becoming registered
- 4 Don't know

Q05_E9:

- 1 Employee
- 2 Employer
- 3 Own account worker
- 4 Contributing family worker
- 5 Other

Q05_E10:

- 1 Yes
- 2 No
- 3 Do not know

```

. label list Q05_E2
Q05_E2:
    110 Commissioned armed forces officers
    210 Non-commissioned armed forces officers
    310 Armed forces occupations, other ranks
    1111 Legislators
    1112 Senior government officials
    1113 Traditional chiefs and heads of village
    1114 Senior officials of special-interest organizations
    1120 Managing directors and chief executives
    1211 Finance managers
    1212 Human resource managers
    1213 Policy and planning managers
    1219 Business services and administration managers not elsewhere classified
    1221 Sales and marketing managers
    1222 Advertising and public relations managers
    1223 Research and development managers
    1311 Agricultural and forestry production managers
    1312 Aquaculture and fisheries production managers
    1321 Manufacturing managers
    1322 Mining managers
    1323 Construction managers
    1324 Supply, distribution and related managers
    1330 Information and communications technology service managers
    1341 Child care services managers
    1342 Health services managers
    1343 Aged care services managers
    1344 Social welfare managers
    1345 Education managers
    1346 Financial and insurance services branch managers
    1349 Professional services managers not elsewhere classified
    1411 Hotel managers
    1412 Restaurant managers
    1420 Retail and wholesale trade managers
    1431 Sports, recreation and cultural centre managers
    1439 Services managers not elsewhere classified

```

Below we illustrate the code used to compute for the informal employment statistics.

- a. Identifying whether the individual is employed in the formal sector or the informal sector

The enterprise that employs the worker is automatically categorized in the formal sector if it is the government, a public or state-owned enterprises, or a non-profit organization. The following code identifies such enterprises.

```
gen form_sec=1 if Q05_E7==1|Q05_E7==2|Q05_E7==3
```

The enterprise is categorized as in the formal sector also if it is a non-farm private enterprise, a farm private enterprise, or some

other enterprise if it is registered or in the process of being registered with any of the Ministries of Commerce, Industry, or Tourism. The following code identifies such enterprises.

```
replace form_sec=1 if (Q05_E7==5|Q05_E7==6|Q05_E7==7) & (Q05_E8==1|Q05_E8==3)
```

The enterprise is categorized as in the formal sector also if it is a non-farm private enterprise, a farm private enterprise, or some other enterprise if the worker is and employee and is enrolled in a pension or retirement fund, even though there is no information on whether the enterprise is registered with any of the relevant ministries. The following code identifies such enterprises.

```
replace form_sec=1 if (Q05_E7==5|Q05_E7==6|Q05_E7==7) & (Q05_E8==4) & Q05_E9==1 & Q05_E10==1
```

The enterprise is categorized as in the informal sector also if it is a non-farm private enterprise, a farm private enterprise, or some other enterprise if the enterprise is not registered with any of the Ministries of Commerce, Industry, or Tourism. The following code identifies such enterprises.

```
replace form_sec=2 if (Q05_E7==5|Q05_E7==6|Q05_E7==7) & (Q05_E8==2)
```

The enterprise is categorized as in the informal sector also if it is a non-farm private enterprise, a farm private enterprise, or some other enterprise in which the worker is not an employee, the worker is not enrolled in a pension or retirement fund or there is no information as to whether or not the worker is enrolled in a pension or retirement fund, and there is no information on whether the enterprise is registered with any of the relevant ministries. The following code identifies such enterprises.

```
replace form_sec=2 if (Q05_E7==5|Q05_E7==6|Q05_E7==7) & (Q05_E8==4) & (Q05_E9>=2 & Q05_E9<=5) & (Q05_E10==2|Q05_E10==3)
```

Any other enterprise that is a non-farm private enterprise, a farm private enterprise, or some other enterprise, which is not

classified as a formal sector enterprise is classified as an informal sector enterprise. The following code identifies such enterprises.

```
replace form_sec=2 if (Q05_E7==5|Q05_E7==6|Q05_E7==7) &
(Q05_E7~=. ) & form_sec==.
```

The enterprise is categorized as a household enterprise if it is a private household. The following code identifies such enterprises.

```
replace form_sec=3 if Q05_E7==4
```

b. Identifying whether the worker is in informal employment

A worker is in formal employment if the worker is an employee and the worker is enrolled in a pension or retirement fund. The following code identifies such workers.

```
gen form_emp=1 if Q05_E9==1 & Q05_E10==1
```

A worker is also in formal employment if the worker is an employer, an own account worker, or a worker other than employee or contributing family worker and the enterprise that employs the worker is in the formal sector. The following code identifies such workers.

```
replace form_emp=1 if ((Q05_E9>=2 & Q05_E9<=3)|Q05_E9==5) &
form_sec==1
```

A worker is in informal employment if the worker is an employee and the worker is not enrolled in a pension or retirement fund, or there is no information as to whether or not the worker is enrolled in a pension fund. The following code identifies such workers.

```
replace form_emp=2 if Q05_E9==1 & (Q05_E10==2|Q05_E10==3)
```

A worker is also in informal employment if the worker is an employer, an own account worker, or a worker other than employee or contributing family worker and the enterprise that employs the worker is in the informal sector. The following code identifies such workers.

```
replace form_emp=2 if ((Q05_E9>=2 & Q05_E9<=3)|Q05_E9==5) &
(form_sec==2|form_sec==3)
```

A worker is also in informal employment if the worker is a contributing family worker. The following code identifies such workers.

```
replace form_emp=2 if Q05_E9==4
```

The following code assigns an alternative name (**urbrur**) to the urban/rural variable and then constructs an age group variable (**agegrp**).

```
gen urbrur=Q00_UR
gen agegrp=1 if age>=15 & age<=24
replace agegrp=2 if age>=25 & age<=39
replace agegrp=3 if age>=40 & age<=59
replace agegrp=4 if age>=60 & age<=64
replace agegrp=5 if age>=65
```

The following code generates an industry variable (**iscol**). This is needed for excluding agriculture later on in the computations. Industry is assigned **iscol** value 1.

```
gen iscol=1 if Q05_E2>=1000 & Q05_E2<2000
replace iscol=2 if Q05_E2>=2000 & Q05_E2<3000
replace iscol=3 if Q05_E2>=3000 & Q05_E2<4000
replace iscol=4 if Q05_E2>=4000 & Q05_E2<5000
replace iscol=5 if Q05_E2>=5000 & Q05_E2<6000
replace iscol=6 if Q05_E2>=6000 & Q05_E2<7000
replace iscol=7 if Q05_E2>=7000 & Q05_E2<8000
replace iscol=8 if Q05_E2>=8000 & Q05_E2<9000
replace iscol=9 if Q05_E2>=9000 & Q05_E2<10000
replace iscol=10 if Q05_E2<1000
```

The following codes generates the numbers that will be needed to compute for the informal employment rates and the contribution to informal employment figures.

```
table urbrur form_emp if age>=15 & isic1~=1
[pweight=WEIGHTED], row col
table agegrp form_emp if age>=15 & isic1~=1
[pweight=WEIGHTED], row col
```

These are the tables generated by the above commands.

```
. table urbrur form_emp if age>=15 & isic1<=1 [pweight=WEIGHTED], row col
```

urbrur	form_emp		
	1	2	Total
1	261,278	1445499	1706777
2	214,155	2853096	3067251
Total	475,433	4298595	4774028

```
. table agegrp form_emp if age>=15 & isic1<=1 [pweight=WEIGHTED], row col
```

agegrp	form_emp		
	1	2	Total
1	47,476.9	1343626	1391103
2	174,508	1650344	1824852
3	230,539	1096248	1326787
4	15,650.4	105,586	121,237
5	7,258.44	102,791	110,049
Total	475,433	4298595	4774028

From the above, for example, urban informal employment rate is equal to the number of informally employed (form_emp=2) in the urban area (urbrur=1) divided by the total number of workers in the urban area, which is given by $1445499/1706777=84.7\%$. The contribution to informal employment, meanwhile, is equal to the number of informally employed in the urban sector divided by the total number of informally employed, which is given by $1445499/4298595=33.6\%$.

Similarly, informal employment rate among 15 to 24 year olds is equal to the number of informally employed (form_emp=2) in the age group (agegrp=1) divided by the total number of workers in the age group, which is given by $1343626/1391103=96.6\%$. The contribution to informal employment, meanwhile, is equal to the number of informally employed in the 15-24 age group divided by the total number of informally employed, which is given by $1343626/4298595=31.3\%$.

Annex 5. Guidelines for Establishing and Updating the ASEAN Database on Informal Employment: suggested indicators to include, and suggested institutional arrangement for future updating⁵³

I. Which Key Priority Indicators to include in the ASEAN Database on Informal Employment

1. Initially, the tables/indicators to be included in the Database should come from Annex Tables A to C of the study on Informal Employment Statistics in ASEAN Member States. This is because the AMS have already examined the availability of data to compute these indicators for their own countries, and in most cases, when data is available, submitted the data for the study. In the future however, the AMS should be open to the possibility of including indicators or tables not in Annex Tables A to C, but which may be deemed important by the AMS.
2. Annex Tables A includes informal employment rates by various subgroups. Annex Tables B includes contribution to total informal employment by various subgroups. Annex Tables C shows the link between informal employment and various decent work indicators by subgroup.
3. There are thirty-one total tables in Annex Tables A to C (see Table 1). Not all AMS were able to submit data for all the tables/indicators. For ten (out of thirty-one) indicators, eight AMS submitted complete data; for five indicators, seven AMS submitted complete data; for seven indicators, six AMS submitted complete data; for three indicators, five AMS submitted complete data; for three other indicators, three AMS submitted complete data; and for one indicator, three submitted complete data.
4. There are various ways of deciding which indicators should be included in the Database. One is subjectively deciding which ones are important and to only include those. Another is to choose based on the number of countries that have submitted and to have a threshold number of submissions for inclusion. For this

⁵³ Prepared by Geoffrey Ducanes, project consultant

database, the latter way will be adopted by including indicators for which there are five AMS or more that have submitted data. As can be seen from Table 1, there are twenty-five such tables/indicators, of which eight are from Annex Tables A, eight also from Annex Tables B, and nine from Annex Tables C. Indicators highlighted in green are with data from three AMS or less and thus, will not be included in the Database for now. AMS may reassess those indicators in future when labor force survey data improves.

Table 1. Number of AMS submitting data for the indicators in Annex Tables A to C

INDICATOR	# of AMS w/ submitted data	Include?
1 Rate of informal employment by urban/rural, exc. Agri	8	Y
2 Rate of informal employment by sex, exc. Agri	8	Y
3 Rate of informal employment by age group, exc. Agri	7	Y
4 Rate of informal employment by education level, exc. Agri	5	Y
5 Rate of informal employment by formal/informal sector, exc. Agri	6	Y
6 Rate of informal employment by employment status, exc. Agri	8	Y
7 Rate of informal employment by economic sector, exc. Agri	8	Y
8 Rate of informal employment by occupation, exc. Agri	8	Y
9 Contribution to total informal employment by urban/rural, exc. Agri	8	Y
10 Contribution to total informal employment by sex, exc. Agri	8	Y
11 Contribution to total informal employment by age group, exc. Agri	7	Y
12 Contribution to total informal employment by education level, exc. Agri	6	Y
13 Contribution to total informal employment by formal/informal sector, exc. Agri	7	Y
14 Contribution to total informal employment by employment status, exc. Agri	8	Y
15 Contribution to total informal employment by economic sector, exc. Agri	8	Y
16 Contribution to total informal employment by occupation, exc. Agri	8	Y
17 Average earnings by formal/informal employment by urban/rural, exc. Agri	6	Y

18	Average earnings by formal/informal employment by sex, exc. Agri	5	Y
19	Average earnings by formal/informal employment by occupation, exc. Agri	6	Y
20	Mean total hours worked by formal/informal employment by urban/rural, exc. Agri	7	Y
21	Mean total hours worked by formal/informal employment by sex, exc. Agri	7	Y
22	Mean total hours worked by formal/informal employment by occupation, exc. Agri	6	Y
23	Percentage of workers who worked more than 40 hours in previous week by formal/informal employment by urban/rural, exc. Agri	6	Y
24	Percentage of workers who worked more than 40 hours in previous week by formal/informal employment by sex, exc. Agri	6	Y
25	Percentage of workers who worked more than 40 hours in previous week by formal/informal employment by occupation, exc. Agri	5	Y
26	Percentage of workers with access to social security by formal/informal employment by urban/rural, exc. Agri	1	
27	Percentage of workers with access to social security by formal/informal employment by sex, exc. Agri	1	
28	Percentage of workers with access to social security by formal/informal employment by occupation, exc. Agri	1	
29	Time-related underemployment by formal/informal employment by urban/rural, exc. Agri	3	
30	Time-related underemployment by formal/informal employment by sex, exc. Agri	3	
31	Time-related underemployment by formal/informal employment by occupation, exc. Agri	3	

II. Where to make them available

5. The Statistics Division of the ASEAN Secretariat keeps two types of regional databases, one which is available to the public, and another which is available only for internal use, subject to approval from relevant bodies. While each AMS can choose how its submitted data is to be shared, the regional database on informal employment is proposed to be made available to the public. This will make it more likely to be used for policymaking and will also encourage researchers to study the issue in greater depth. All steps will be taken to ensure the regional database on informal employment conform to the Policies and Guidelines on Data Sharing, Confidentiality and Dissemination of ASEAN

Statistics adopted by the ASEAN Community Statistical System in 2013 (see attachment).

6. The tables could be placed in the ASEANstats Data Portal in the ASEAN Secretariat website under the overall heading of Employment, which now only contains ASEAN labor migration statistics via an external link.

III. When to update

7. The Database should be updated whenever there is new data on informal employment available in any AMS. This means that the Database should be updated by a certain period of time after the completion of a labor force survey or an attached survey that allows for the computation of new informal employment statistics. Each country is requested to update the indicators immediately or soon after the release of the Labor Force Survey Report using the data that also contains the informal employment information. Typically, this happens a few months after the reference year, semester, or quarter of the survey. Doing the updating after the Labor Force Survey Report also ensures that the Database does not pre-empt the country's possible own report on informal employment. Each country is requested to provide a calendar of release of their labor force survey as a basis for ASEAN Secretariat to check the data availability for updating the Database.
8. Table 2 below shows the frequency of conduct of the LFS with informal employment information across the AMS. The table shows countries like Myanmar and Indonesia will be able to update their informal employment statistics twice a year, Thailand, Viet Nam, and Brunei Darussalam will be able to update theirs once a year, Malaysia every two years, and Cambodia, Lao PDR, and the Philippines more irregularly.

Table 2. Potential source of Informal Employment statistics and frequency

Country	Actual or potential sources of informal employment statistics	Frequency of conduct of LFS with informal employment information
Brunei Darussalam	LFS	regular beg. 2017
Cambodia	LFS	Irregular
Indonesia	LFS	Semestral
Lao PDR	LFS	Irregular
Malaysia	LFS w/ ISS	every 2 years
Myanmar	LFS	Semestral
The Philippines	LFS April 2018	one-off
Singapore	None	None
Thailand	LFS w/ IES	Annual
Viet Nam	LFS	Annual

IV. Process for submission/updating

9. The focal point for updating the data should come from the agency (and, if possible, the department within the agency) which computes the labor force statistics for the country. This might differ across AMS, as this is done in some by the national statistical office or its equivalent, and in others by the Ministry of Labor. The ASEAN Secretariat will issue a letter of request to each AMS for the nomination of the focal persons.
10. Most AMS have already submitted the informal employment indicators requested by the study. This means that for these countries, somebody has already created the computer code (usually in the syntax of a statistical software) necessary to generate the same indicators when new data comes along (with possibly minor tweaking needed). The focal point should obtain a copy of the computer code used for the submission to this study and keep it on file. In case the baton gets passed to another focal point for updating the data in the future, it will be useful to pass along the code to this person. In the extreme case where the AMS itself cannot, for some reason, compute the updated informal employment statistics, but is willing to share the LFS microdata with the ASEAN Secretariat Statistics Division, the code can also be shared with the latter.

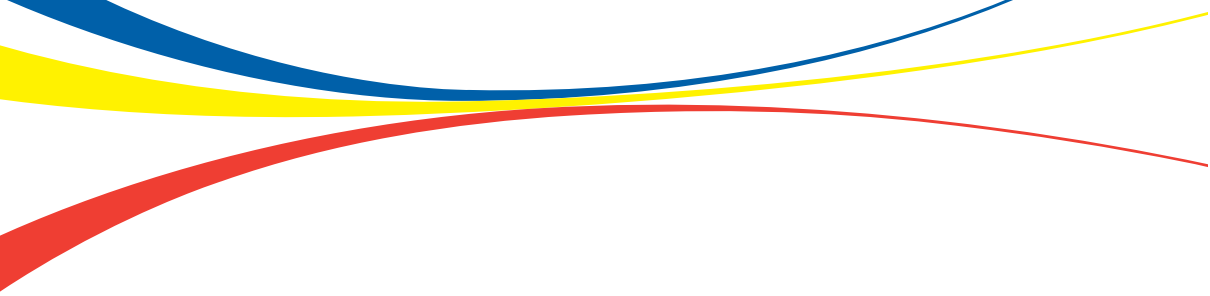
11. The process of updating the Database will be the responsibility of the focal points (or focal agencies/departments, in the case where the computation of informal employment statistics is the joint task of an agency/department). The informal employment statistics should be made part of the ASEAN Statistical Indicators Consolidated Template (ASI-CT), which the ASEAN Secretariat circulates to focal points belonging to the Working Group on Data Analysis, Dissemination and Communication on Statistics (WGDSA)/national statistical offices every June and December. The WGDSA focal point should coordinate with the responsible person/agency in the AMS to complete the section on informal employment statistics in the ASI-CT and submit the completed ASI-CT to the ASEAN Secretariat. In case there is a change in the focal point for informal employment statistics, the AMS are requested to update the focal point of WGDSA, respective agency in charge of the section on informal employment and the ASEAN Secretariat.
12. The ASEAN Secretariat Statistics Division will be the one to update the regional Database. In case there are revisions/corrections to be made by the focal points to the submitted indicators, the focal points should indicate clearly in which particular tables the revisions should be inputted and briefly also explain the reason for the revisions.
13. The ASEAN Secretariat should consider publishing a periodic bulletin (e.g. every 2 years) or a full-fledged follow-up report (e.g. every 5 years) based on the database. The possibility of convening a workshop among the focal persons should also be considered.

Annex 6. Department/Agency in charge of computing labor force survey statistics/ will be in charge of updating the website

AMS	Agency	Department
Brunei Darussalam	Department of Economic Planning and Development	Department of Statistics
Cambodia	Ministry of Planning	National Institute of Statistics
Indonesia	BPS - Statistics Indonesia	Directorate of Population and Labour Statistics
Lao PDR	Lao Statistics Bureau	Social Statistics
Malaysia	Department of Statistics	Manpower and Social Statistics Division
Myanmar	Ministry of Labour, Immigration and Population; Ministry of Planning and Finance	Department of Labour; Central Statistical Organisation
The Philippines	Philippines Statistics Authority	[To be completed during the final review
Singapore	N/A	N/A
Thailand	National Statistical Office	Social Statistics Division
Viet Nam	General Statistical Office	Department of Population and Labour

Annex 7. Next Update of Informal Employment Statistics

AMS	Year of informal employment inputted in Report	Next year with available informal employment data	Year/approximate month data will be available
Brunei Darussalam	2017	2018	4th quarter of 2019
Cambodia	2012	2019	3rd quarter of 2020
Indonesia	-	2019	November 2019
Lao PDR	2017	2022	4th quarter of 2022
Malaysia	2017	2019	3rd quarter of 2020
Myanmar	2017	2018	1st quarter of 2019
The Philippines	-	2018	4th quarter of 2019
Singapore	-	-	-
Thailand	2018	2019	4th quarter of 2019
Viet Nam	2016	2018	4th quarter of 2019



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