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Measurement of Women's Participation in Labour Market

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MEASUREMENT OF WOMEN'S PARTICIPATION IN THE LABOUR MARKET

BY

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1. Introduction

With sex ratio of 94 men per 100 women, the population of Tanzania is dominated by women. Age distribution shows this domination is mainly in age group 15-64 years. There are about 8 m. women in this age group , 7 m. of which are estimated to be in the labour force. In economic context, there are more women in the potentially productive labour than men. Their expectation of life at birth is also higher[1].

In the world of work, however, the situation turns round. Although there are as many women in the labour force as there are men, they are much underrepresented in many spheres of economic undertakings. It is only in the rural sector where women maintain their dominance, accounting for 52 percent of the rural labour force. Participation of women in other sectors is low. They make about one third of informal sector workers and one quarter of all workers in the formal sector[2]. In view of the on-going economic reforms which include downsizing of the public sector where more women were being employed, their participation in the formal sector is expected to have dropped further.

More gender disparities exist in industrial and occupational patterns of employment. Occupational structures have indicated women are less than one fifth of workers in administrative and professional jobs. Fewer are in craft and machine_plant operators categories. Employment and occupational patterns are the influence of gender patterns observed at various levels of education.3 With generally low educational level, women employment is characterised with special heaping in low paying or low skill jobs such as cleaning and clerical jobs, semi professional jobs like teaching and nursing and agricultural activities as opposed to engineering or construction occupations for example. Similar pattern is also observed in the informal sector.

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[1]   1988 Population Census

In the next three sections, measurements issues are discussed. Section 2 looks at different methodologies used to measure gender inequality in labour markets in other countries. In section 3 information is provided on what efforts have been made in Tanzania towards measuring gender inequality in employment. Challenges in and strategies for measuring gender inequalities have been pointed out in Sections 4 and 5 respectively. The last section contain recommendations.

2.   Methodologies for Measuring Gender Inequality in the Labour Market

There is limited literature available on statistical measurements of gender inequality in employment in Tanzania. Where such literature is available, only examples of inequality derived from studies or surveys are given usually in numbers or percentages but no single measure (indicator) of inequality similar to say inflation rate or per capita income has been developed.

However, in the past three decades few countries and independent researchers have developed some indicators of gender inequality in employment based on gender disaggregated occupational patterns. Analysis of occupational structures of both men and women have led to the development of two important concepts; "Gender Occupational Concentration" and "Gender Occupational Segregation". The two concepts have been used to develop several statistical measures or indicators of gender inequality in employment. The term concentration denotes the gender composition of an occupation or group of occupations, an industry and so on. Segregation denotes a tendency of gender separation in employment across occupations. It measures the extent occupations are dominated by either sex.

Example:

Table 1 shows sex composition of occupations from 1990/91 labour force survey - as the percentage of workers in each occupation who are women. Occupations are listed in ascending order of gender (women) occupational concentration (from lowest to

categories out of a total of 35. Looking at female dominated activities the following features emerge:

i)   occupations require lower skills or no skills;

ii)   occupations are gender friendly (pose less safety risks, or less physical strength, require no abnormal body postures etc.);

iii)   most occupations are service oriented similar to women's primary responsibilities of family care type.

More information can be derived from the distribution in Table 1 which can throw light on specific areas which need to be addressed for women's advancement and gender equality in Tanzanian context. One of such areas is promoting women education and training. Culture and traditions also tend to influence women's pattern of employment.

CURRENTLY EMPLOYED POPULATION BY OCCUPATION (1991_LS)

	OCCUPATION	Total	Male	Female	Female %
	Total	10,889,205	5,455,099	5,434,106	49.9
1	Car drivers/Taxi drivers	22,848	22,848	0	0
2	Other drives	28,464	28,464	0	0
3	Watchman	44,988	44,650	338	0.6
4	Carpentry & related	86,004	83,569	2,435	2.8
5	Mining operators	73,977	71,371	2,606	3.5
6	Motor vehicle mechanic	26,856	25,424	1,432	5.3
7	Oth-Mech/Metal trades	34,412	32,551	1,861	5.4
8	Other building trades	39,268	36,480	2,788	7.1
9	Managers/Admin. other	40,263	37,347	2,916	7.2
10	Professionals	17,980	16,148	1,832	10.2
11	Security/Police/Prison	24,805	22,043	2,762	11.1
12	Assoc. Prof-other	49,837	43,575	6,262	12.6
13	Farm labourers	60,940	50,313	10,627	17.4
14	Other operators	69,408	56,334	13,074	18.8
15	Other crafts	78,505	63,016	15,489	19.7
16	Messengers	33,111	26,505	6,606	20.0
17	Agric-other	37,578	29,566	8,012	21.3
18	Clerks - stock	18,765	14,271	4,494	23.9
19	Small bussiness managers	174,136	132,024	42,112	24.2
20	Clerks-Accounts/Finance	24,881	18,632	6,249	25.1
21	Textile craft workers	33,545	23,101	10,444	31.1
22	Cleaners/Laundry	27,627	18,836	8,791	31.8
23	Sales shop	46,944	30,720	16,224	34.6
24	Assoc. Prof-Teachers	96,840	61,685	35,155	36.3
25	Assoc. Prof-Medicine/Vet	29,438	17,831	11,607	39.4
26	Sales market	98,520	56,406	42,114	42.7
27	Clerks other	27,264	14,263	13,101	48.1
28	Oth-Elem/Labourers	108,526	52,739	55,787	51.4
29	Other service workers	10,945	5,300	5,645	51.6
30	Agr/F-own farm	9,076,859	4,181,181	4,895,678	53.9
31	Street vendors - food	148,315	65,392	82,923	55.9
32	Cook/Waiter/House maid	49,744	21,506	28,238	56.8
33	Street vendors-other	72,337	30,872	41,465	57.3
34	Health care workers	38,477	13,577	24,900	64.7
35	Domestic	11,273	2,405	8,868	78.7
36	Secretary & Related workers	25,525	4,254	21,271	83.3

Gender concentration is a suitable measure for analysing change in an individual occupation or groups of occupations. The measure helps to identify which occupations are dominated by either sex. However, concentration measure is known to be affected by other facors like the size of the labour force and the number of

women or men in the labour force which make it less effective in measuring real changes in gender inequalities in employment. ILO Manual (1995) on Methodology of Measurement of Gender Inequality in the Labour Market gives several procedures for measuring gender inequality based on segregation measure:

i)   Index of Dissimilarity, ID - most widely used;

ii)   Sex Ration Index, SR - used in Great Britain by Department of Employment;

iii)   Women in Employment Index, WE - used by OECD;

iv)   Gini Coefficient, G - measure of income inequality but which can be adapted to measure segregation;

v)   Marginal Matching, MM - developed by Janet, Jennifer and Robert Blackburn,- used in the European Community.

With the exception of Gin Coefficient, all measures make use of concentration measure for identification of occupations dominated by either sex. Male or female dominated occupations are those where the proportion of workers of particular sex is greater than the proportion of all workers of that sex (in case of SR, WE and ID) or those with the highest concentration of particular sex which together have the same absolute number of workers, male and female, as there are workers of that particular sex in employment (in case of MM).

Each measure gives a single value of a segregation index representing the degree of segregation in a labour force at particular point of time. The index is useful for comparisons with other places or trend analysis. It is not in the scope of this paper to give full mathematical derivation of the indices but interested readers are referred to the mentioned publication. The final form of each index is given below:

i)   The Index of Dissimilarity, $ID = F_f/F - M_f/M$

iii) The WE Index, WE $= \dfrac{2M}{N}\left(\dfrac{Ff}{F} - \dfrac{Mf}{M}\right)$ $= \text{ID} \times 2M/N$

iv) The Gini Coefficient, $G = \dfrac{P - Q}{FM}$

v) The Marginal Matching, $MM = (F_f M_m - F_m M_f)/FM$

Where:
Ff	=	Number of women in "female" occupations
F	=	Number of women in the labour force
Mf	=	Number of men in "female" occupations
M	=	Number of men in the labour force
Nf	=	Total number of workers in "female" occupations
N	=	Total number of workers in the labour force
Nm	=	Total number of workers in "male" occupations
Mm	=	Number of men in "male" occupations
Fm	=	Number of women in "male" occupations

P and Q follow usual convention in measuring association - i.e. P presents all pairs of a man and a woman where the occupation of the woman has a higher proportion of workers who are women than does the man's occupation (consistent ordering with segregation); Q includes pairs where the reverse holds. (The reader is referred to Anderson and Zelditch, 1968).

As mentioned earlier, none of these or similar measures have been developed or applied in Tanzania. This is a challenge to statisticians and researchers to fill the gap. Tanzania has embarked on a number of programmes for advancing women employment and equality which require development of appropriate indicators for monitoring and evaluation of their impact.

Quality of any measure depends on the quality of data itself. In this regard the following conditions have to be met right from the planning stage of data collection to

undertake marginal or seasonal activities which often skip statistical measurements and are the cause of under enumeration of economically active population.

i)   Use uniform concepts and definitions of the labour force, what constitutes work or employment, industrial and occupational categorization to ensure consistency in data collection and recording,

ii)   Use both short and long reference period to capture seasonal employment

iii) Ask for main and secondary activity as most women ignore or regard other activities less important than housework . Many women in unpaid family work and informal sector pass unrecorded in most surveys and censuses.,

iv)   Ensure complete coverage of the target population. Wrongly framed questions can cause under enumeration of economically active populations.

v)   use appropriate/relevant grouping (once formed should remain unchanged) of activities and occupations to have a better presentation and analysis of data for measurement of gender inequality. The grouping should take into account the actual activity pattern in the economy (as defined in ISIC and ISCO 88)

3.0   Tanzania Experience

This section examines efforts made in measuring gender inequality in Tanzania in relation to the above measures and conditions related to data quality. Since to produce a statistical measure involves three important stages - data collection, processing and analysis, efforts made in each stage are examined.

3.1   Data Collection

Population censuses and labour force survey have been the major sources of labour

two labour force surveys. They were last undertaken in 1988 and 1991 respectively. Annual survey of establishment is another important source but no information has been produced from this source for the past fifteen years. Under these circumstances it is difficult to find coherent information for measurement of changes in gender inequality in employment that have taken place over a period of time.

Perhaps the interesting point is to see whether the information collected using census and survey questionnaire can provide a good measure of occupational concentration and segregation as discussed in the previous section. This can be done by examining several things but three are of interest here; (i) the reference period (ii), definition of "work" and (iii) how the question to identify employed persons (or workers) was framed. These have direct impact on the data quality and coverage. Use of improper definition or framing or activity question will lead to poor data and poor measurement. Examples 1 and 2 are extracted from census questionnaire (1988) and labour force survey questionnaire (1990/91) respectively. They provide information on the type of questions asked to identify economically active population and the corresponding definitions of "work" used.

Example 1: Employment Question from 1988 Population Census

Instructions to Enumerators (Translation from Kiswahili)

For the purpose of population census, "work" is any activity done for own benefit or profit, family gain, home use or for pay. Employment status is the relationship between an individual and type of activity done in a particular point of time. The purpose of this question is to try to find out if in the past 12 months before Census day that individual was involved in the production of goods or service in - short "worked".

If an individual did not work, was (s)he looking for work, idle, too old, disabled, housewife using all her time on family care and house keeping, or student. These are some of the prevailing activity status categories of individuals in the country.

Briefly, this question aims to obtain information on the number of able-bodied persons who are either working or not working for various reasons.

D	PERSONS 10 YEARS AND ABOVE	
WHAT WAS DOING DURING THE LAST 12 MONTHS? For codes, see overleaf (1-7)	FOR WORKERS (Answer on 14 - 1)	
	WHAT IS .....'S MAIN OCCUPATION ? Enter occupation code	WHAT WAS ....'S STATUS OF WORK Read to respondent the following categories Employer = 1 Employee = 2 Own account/shamba = 3 Unpaid family worker = 4 Other = 5 Not applicable = 6
16	17	19
|___|	|___|	|___|

Codes for Question 16

Worked	11
Looking for work	21
Available for work	22
Student	31
Contributing family workers	32
Retired, very old or sick	41
Disabled	42
Other	96

Codes for Question 17

Legislators, Administrators & Managers	01
Professionals	02
Technical & Associate Professionals	03
Clerks	04
Service Workers and shop sales workers	05
Farmers & Livestock Keepers	06
Fishermen	07
Craft & Related Workers	08
Plant & Machine Operators & Assemblers	09
Elementary Occupations	10
Other	96

Codes for Question 19

Employer	1
Employee	2
Own Account Workers	3
Contributing family workers	4
Other not specified	5
Not stated	9

Major Economic activity concepts (Labour force survey 1990/91

The conceptual basis of a Labour Force Survey is extremely important. The international recommendations concerning the economically active population as adopted by the 12th international Conference of Labour Statisticians (ICLS) are designed to ensure that LFS results are acceptable with the overall framework of economic statistics. the concepts are not *easy for a layman and the task of making them operational for data collection is always a* challenge. LFS benefited from the then on-going work in the ILO Bureau of statistics, on the production of a manual for such surveys. There was interchange of draft proposals and comments whist proved very useful and is thought that a high quality survey design resulted. The comments below center on the basic concepts adopted and the variations which were decided on for Tanzania (which are allowable under the international recommendations).

1.   Economically Active Population

This is the key basic definition for the survey and, in general, it was decided to adopt the widest definition internationally recommended. Economically active persons are those who supply labour for the production of goods and services for the market, barter or for home consumption as defined by the United Nations Systems of national accounts. The production boundary is very wide under this system and includes paid employment and a wide range of self employed activities but excludes unpaid domestic activities such as minding children, cooking food for own family etc. A wide list of activities was drawn up and produced on page 1 of the questionnaire both for question 1 (Usual Activity) and Question 6 (Current Activity). The effect of this wide scope of economic activities is to include most of the adult population as economically active. Participation rates particularly of women are higher than in other collections e.g. the population census which use a more technical concept. All activities were discussed in the technical working group and of particular note is that it was decided to exclude the fetching of water and firewood for home consumption, from the list of economic activities. This is thought to have only a limited effect on

participation rates but it does effect the hours worked recorded for economic activities, particularly for women.

2.   Current Economic Activity

International recommendations allow the use of any recent short period e.g. day, week. For the LFS it was decided to use the previous calendar week (Monday to Sunday) from the date of the survey interview.

The overall usual and current activity model questions adopted in the last labour force survey were as given below.

.... FORM LFS 2

OTHER ECONOMIC ACTIVITY   PAGE 4

25. Did you have any other economic activity in the last week?   YES.. 1   Q25
                                                         NO ... 2 GO TO Q34

    INT: Record major other activity if more than one.

26. What sort of work or activity is this? What are your main tasks or duties?   Q26 TASCO

....

    INT: Describe activity in at least 2 words.

ASK ALL PERSONS 10 YEARS AND OVER FROM LFS 1

INT: Explain to respondent the importance of recording all work activities. We are starting with usual activities during the last 12 months i.e. up to end of last month.

USUAL ACTIVITY:

1. During the last 12 months, did you do any of the following work activities for pay, profit, family gain, barter or home use "

   INT: Check through complete list and tick if yes.

   Wage Jobs: (all types) payment in cash or kind e.g. food
   Permanent 01
   Temporary/Casual 02
   Part Time 03

   Agriculture:
   Planting/Weeding/Harvesting/Ploughing Cash Crops: e.g.
   Coffee 04
   Cotton 05
   Sisal 06
   Tobacco 07
   Tea 08
   Other Cash crops 09
   Food crops e.g.
   Maize 10
   Sorghum 11
   Cassava 12
   Fruits, Vegetables 13
   Beans and peas 14
   Other food crops 15

   Keeping birds/other pests away from crops 16
   Activities related to the storage of crops 17
   Activities related to livestock products
   Herding 18
   Milk, making butter etc. 19
   Shearing/Slaughtering 20
   Activities related to poultry products 21
   Other agriculture activities including hunting/forestry/fishing 22

Manufacturing/Processing
Making charcoal ....
Milling (include. hard milling) ....
Other food processing e.g. canning, be
Making baskets/hats/clay post/other h
Spinning/Weaving/dressing making ta
Other manufacturing/repair/maintenan
Construction/Major repair or maintenance
Farm building or fences ....
Own dwellings ....
Access roads ....
Other construction activities ....
Trading/Sales:
Retail shop ....
Engaged in tea shops/street vending et
Assisting in sales of agriculture produ
Transport:
Carrying loads to market for sale ....
Carrying grain to/from mill ....
Other transport activities ....
Services:
Giving tuition to students for payment
Repair services: tool, shoes, etc. (not f
Collection of firewood, fetching water
Any other business or income generati
INT: If YES to any activity ....
If NO to all activities ....

INT: We are now changing to current
activities in the last calendar we
Explain this to the respondent.

CURRENT ACTIVITY
6. Did you do any work of any type for p
home use during the last week?
YES ...... 1. GO TO Q7(b)
NO .... 2. CONTINUE TO C
INT: This is a major important questi
of the list of work activities on
page 1 again with respondent

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From the two sets of questions the following conclusions can be made:

i)   It is doubtful whether 1988 population census questionnaire provided complete coverage of economically active population. Full coverage was possible only if enumerators training and understanding was thorough and their integrity in the field was high.

ii)   Even if full coverage was achieved, the precoded occupational and industrial categories (at 1 digit level) cannot provide enough information for gender inequality analysis which require a more detailed categorization of occupations and industries.

iii)   Labour force survey questionnaire (1990/91) provided comprehensive definition of "work" and a standard frame of employment question which together were capable of achieving full coverage of economically active population. Occupations and industries were recorded at unit level which allowed flexibility in data analysis for gender inequality in employment. The question met all important conditions as discussed above.

3.2   Data processing

Labour force survey (1990/91 recorded actual occupation and industry of an individual who worked during the reference period. The information was coded at 4 - digit level (i.e Unit group level) and this made it possible to tabulate several versions of the data capable of providing useful information for analysis of gender occupational concentration and segregation.

Table 1 and 2 provided one version which was actually tabulated from Labour force survey data and National Informal Sector Survey respectively. It is apparent that each of the two tables provided useful information for identifying gender concentration and segregation. Similarity of the two occupational distributions can be also of interest to analysts.

The two tables indicate some attempts were made in data processing to produce information which could serve varying interests. The survey provided more information than what was actually published in the survey report. It is unfortunate that many readers and researchers do not request for specific tabulations of their interest when such information is missing in the report. Usually databases are kept in hard disks and other backups in order to be able to meet varying information needs from users.

INFORMAL SECTOR TOTAL EMPLOYMENT BY OCCUPATION (1991)

	OCCUPATION	Total	Male	Female	Female %
1	Furniture makers	16,393	16,393	0	0
2	Oth. Building wkrs	130,352	129,968	384	0.3
3	Fishermen	122,150	121,910	240	0.2
4	Carpenters	80,010	79,603	407	0.5
5	Shoe repair	16,619	16,483	136	0.8
6	Mechanic	34,155	33,743	412	1.2
7	Metal workers	34,115	33,638	477	1.4
8	Machine opers	47,103	45,889	1,214	2.6
9	Transp. unskill	67,480	64,976	2,504	3.7
10	Carvers	21,356	20,461	895	4.2
11	Manager trade	62,146	57,373	4,773	7.7
12	Oth. craft workers	15,591	14,386	1,205	7.7
13	Other operators	8,131	7,428	703	8.6
14	A/Prof-medical	28,780	24,816	3,964	13.8
15	Manager other	15,707	13,400	2,307	14.7
16	Charcoal/Forest wkrs	18,759	15,746	3,013	16.1
17	Clothing makers	92,538	72,269	20,269	21.9
18	Urban farmers	37,246	28,167	9,079	24.4
19	Food/meat process	82,304	58,448	23,856	29.0
21	Oth. serv/Trad□e wkrs	66,502	42,022	24,480	36.8
20	Urban l'stock	14,020	8,416	5,604	40.0
22	Other workers	274,599	161,807	112,792	41.1
23	Oth. street vendors	139,154	80,064	59,090	42.5
24	Mat makers	101,431	55,946	45,485	44.8
25	Clerk/Cashier	639	282	357	55.9
26	Market/stall sell	521,999	216,235	305,764	58.6
27	Pottery workers	51,152	18,805	32,347	63.2
28	Street food vendors	268,949	92,420	176,529	65.6
	Total	2,369,380	1,531,094	838,286	35.4

3.3   Data Analysis

As mentioned in section 2, analysis of survey data for studying gender inequality in employment is still weak in many areas. Most data presented in table form, bars or charts lack logical purpose or illustrative power. Tables 1 and 2 are good examples of how slight modifications in the form the data is presented can improve reader's understanding. Original tables followed no particular ordering and were difficult to comprehend. Further improvement was possible if the same ordered data was presented in a bar chart.

Secondly, analytical skills of gendered statistical data is lacking. Though labour force survey collected adequate information for gender inequality analysis, this was not adequately done. Only first level, i.e. sex composition of occupations, was reached but no attempt was made to compute gender segregation measures.

Modification of original Table 1 and 2 have been presented in the form which makes it possible to compute four of the five segregation measures discussed in section 2. Values of the three indices (ID, WE, SR) from the labour force occupational data are given in Table 3. Sex Ratio Index and Women Employment Index are about the same. As there are no other previous measures available for comparison, nothing much can be said about these indices. However, the indices can be useful if another survey is undertaken in future.

Table 3: <u>Gender Occupational Segregation Indices from 1991 LFS</u>

From Table 1: Computed gender occcupational segregation measures

1. The Index of Dissimilarity $=$	$\dfrac{\text{No. of Women in Female Occ}}{\text{No. of Women in Lab.Force}}$	$\dfrac{\text{No. of Men in F. Occ}}{\text{No. of men in the LF}}$	

$$= \quad \frac{5,164.775}{5,434,106} \qquad \frac{4,377,226}{5,455,099} \qquad = \underline{\mathbf{14.8}}$$

2. Sex Ratio Index (No. of Male $=$
workers per 10 female workers)

$$\frac{\text{Total No. of workers in LF}}{\text{No. of women in LF}} \left(\frac{\text{No. of women in F. Occ}}{\text{No. of workers in LF}} \quad \frac{\text{No. of women in M. occ}}{\text{No. of workers in Male occ.}} \right)$$

$$= \quad 5,434,106 \left(\frac{\cancel{10,889,205}}{9,542,001} \quad \frac{5,164,775 \qquad 269,336}{1,347,204} \right) = \mathbf{587}$$

3. Women Employment Index $=$ ID x 2 $\dfrac{\text{Men in LF}}{\text{No. of workers in LF}}$ $= \mathbf{588}$

4. Challenges:

Advancement of women employment and gender equality presupposes availability of a comprehensive and efficient labour market information. Production of labour market information must be regular to be able to monitor the impact of various programmes designed to promote women employment to achieve gender equality. For a poor country like Tanzania this is not easy. Conventional sources of labour market information like full fledged labour force surveys and population census are too expensive. There is a need to search for other cost-effective means of data collection which are sustainable within budgetary constraints.

Availability of data is one thing and techniques for handling survey data is another thing. Information can be available but lack of appropriate analytical skills reduces the usefulness and value of that information. This is apparent from published survey reports. Statistical measures such as standard errors, confidence intervals and other important tests for data quality are rarely computed from the survey data. This is an area which needs improvement.

Gender equality issues are easily said than measures. Concepts have to be changed to measurable variables which can explain the position of particular issues at particular time. Planners, Statisticians and other Stakeholders have to come together and agree on what type of indicators are relevant for the promotion of gender equality in the world of work.

5. Strategies for improving gendered labour Market Information

To build a strong and effective system of gendered labour market information the following strategies are suggested:

1. Long term

- Establish complementary sub-systems for the production of labour market information based on cost-effective methods on regular basis. One system can cover specifically the formal sector, another system for employment of graduates of educational and training institutions (tracer studies) and another system for a general survey for the labour force and the informal sector.

- Establish a training scheme for statisticians to improve and upgrade their analytical skills.

2. Immediate

Undertake an integrated labour force survey to up-date the available labour market information.

To develop indicators or measures of gender inequality in employment.

Build a strong institutional framework for efficient co-ordination of various statistical sub-systems:- Statistics of Public employees can be collected through the Civil Service Department and Commission of Regional Administration and Local Governments. Private sector (formal) employment can be collected through the licensing services of Ministry of Trade and Industry, Ministry of Science, Technology and Higher Education or Vocational Education and Training Authority can supervise administrative tracer studies. NGOs can be organised to provide labour market data related to their work in employment promotion.

6. Recommendations

Unavailability of labour market information as a whole and gender disaggregated statistics in particular require immediate attention. Planning of programmes for promoting women employment and gender equality presuppose availability of relevant gendered data produced regularly. Immediate action is required to update the available labour market information by undertaking another labour force survey. The last labour force survey was carried out in 1991.

Concepts related to gender inequality in employment should be translated into measurable indicators for monitoring progress in the reduction of gender disparities in the labour market.

There is a great need to strengthen the existing major producers of labour market information particularly in technical know-how; through regular training to upgrade their analytical skills. More players should be incorporated in the production of variety of statistics under a strong and effective system of co-ordination. More cost-effective methods of data collection should be identified to remove dependence on conventional methods of data collection which are expensive.

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