Report on the Sector Review of the Labour Force Survey in Tunisia

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December 2015

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LIST OF ABBREVIATIONS

AGA	Adapted Global Assessment (EGA in French)
ANETI	Agence Nationale pour l'Emploi et le Travail Indépendant
CNS	Conseil National de la Statistique
CNSS	Caisse Nationale de Sécurité Sociale
EC	European Commission
ENP	European Neighbourhood Policy
ESCOP	European Statistics Code of Practice
ESS	European Statistical System
EU	European Union
EUROSTAT	Statistical Office of the European Union (DG of the European Commission)
ICSE	International Classification by Status in Employment (CISP in French)
ILO	International Labour Organisation
IMF	International Monetary Fund
INS	Institut National de la Statistique
ISCO	International Standard Classification of Occupations (CITP in French)
ISCED	International Standard Classification of Education (CITE in French)
ISIC	International Standard Industrial Classification (CITI in French)
LFS	Labour Force Survey (*Enquête Nationale sur la Population et l'Emploi* in Tunisia)
LPR	Light Peer Review
NACE	Statistical Classification of Economic Activities in the European Community
NAT	Nomenclature des Activités Tunisiennes
SAQ	Self-Assessment Questionnaire
SNA	System of National Accounts
SNS	Système National de la Statistique (National Statistical System)
SSP	Structure(s) Statistique(s) Publique(s) Specialisée(s)
UNSD	United Nations Statistics Division

PREFACE

1. EUROSTAT supports both enlargement countries (Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, Kosovo*[1], Montenegro, Serbia, Turkey) and European Neighbourhood Policy countries (ENP-East: Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine; ENP-South: Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Palestine, Syria and Tunisia) in aligning their statistical production with EU and international standards and assessing their statistical systems (EUROSTAT: ESTAT/A/2014/016, p. 4).

2. To assess and support the efforts of the partner countries in this regard, a number of specific tools have been put in place: light peer reviews, adapted global assessments and sector reviews. (See idem pp. 5–6 for details.) Sector reviews support the partner countries in their efforts to align core sectors of statistics (e.g. Labour Force Surveys) with EU principles (e.g. European Statistics Code of Practice) and international standards (e.g. ILO recommendations). (See idem, p. 6.) The objectives of the sector reviews are to assess the administrative and technical capacity of the statistical systems to produce high-quality statistics in the reviewed sector, to assess the statistical production in the reviewed sector vis-à-vis the EU *acquis*, and to propose actions to improve and strengthen the statistical system. (See idem, p. 6.)

3. EUROSTAT publishes reports of sector reviews (as well as reports of light peer reviews and adapted global assessments) on the EUROSTAT website (http://ec.europa.eu/eurostat/web/european-neighbourhood-policy/publications/reports). This sector review assessed the Labour Force Survey (hereinafter LFS) of the Tunisian Institute of National Statistics (hereinafter INS), under the EUROSTAT project *Provision of global assessments, sector assessments and light peer reviews for enlargement and ENP countries*. EUROSTAT initiated this review following a request from the INS. The lead contractor was DEVSTAT in consortium with the Lithuanian Department of Statistics (contract No 14467.2014.002-2014.742) and engaged two international reviewers Dr Aloïs van Bastelaer and Dr Gaetano Ferrieri.

4. Prior to the mission, INS staff completed a self-assessment questionnaire (SAQ) assessing how well the LFS in Tunisia complies with the European Statistics Code of Practice (ESCoP) and with specific EU Regulations for the LFS. Responses to the SAQ served as the starting point for the review, which took place in Tunis from 7 December to 10 December 2015 at the INS headquarters (Tunis) (see Agenda, Annex 1).

5. The SAQ covered the following aspects: institutional environment, statistical processes, statistical outputs and future planning.

6. The review findings are the result of the analysis of documents provided by the INS, documents available on the INS website, and information collected and discussed during the in-country mission.

7. Discussions supplemented the information provided in the SAQ. INS provided additional documents during the in-country mission.

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[1] This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence

8. Cooperation with the INS was excellent throughout. This allowed a sound, thorough and fruitful assessment of the LFS in Tunisia.

EXECUTIVE SUMMARY

9. The *National Survey on Population and Employment* has several objectives and covers several topics. The first objective is to provide a general, coherent and up-to-date description of the labour force. Most questions (70 questions including the questions on demographic characteristics) concern the description of the labour force. The second objective is to measure the annual flows of emigration and inter-governorate migration (6 questions). These estimates are necessary to update the regional totals of the population pyramid because the only available administrative data are on births and deaths. To capture data on annual migration flows, a repeated survey of a sub-sample of one quarter of the full sample is necessary one year after the first survey in the second quarter. This need for a repeated survey places a constraint on sample size in the second quarter. The third objective is to provide data on housing characteristics (9 questions). The *National Survey on Population and Employment* is the current vehicle for this module. The fourth objective is to provide data on the use of information and communication technology. This ad hoc module is added to the questionnaire in the fourth quarter (about 15 questions). The International Telecommunication Union organises this module.

10. According to the INS, the main purposes of the *National Survey on Population and Employment* are to provide, in order of decreasing importance, 1) a general, coherent and up-to-date description of the labour market at the national level, 2) specific information on the regional and local labour markets at the governorate level, 3) demographic information on the household composition between population censuses, 4) information on employment policy (e.g. regarding working hours and conditions), 5) information on social policy, particularly regarding education and training, 6) macro-economic observations based on business cycle indicators, 7) a source for international comparison, and 8) information on employment by household composition.

11. The *National Survey on Population and Employment* in its current design started as a quarterly survey at the end of 2011, following a test period from 2007 onwards. The sample size is 45 000 households (a sampling rate of 1.65%). In 1999, the INS began to conduct an annual survey. This annual survey continues to take place in April, May and June. Its sample size is 145 000 households (a sampling rate of 5.34%). A time series from 2006 onwards is available on the INS website.

12. The survey is practically a continuous survey; the reference weeks are not uniformly distributed over the quarter because the reference week depends on the moment of the interview – the reference week corresponds to the seven days preceding the interview. Consequently, the number of observations and the number of households in some areas in a reference week may vary. Hence, in these areas, typical events relating to employment or unemployment (e.g. recruitment or job losses) may be more frequent in one week than in another. (Several recommendations concern the sample design and the definition of the reference week.)

13. The fieldwork meets high performance standards. The response rate is 91%, and non-response is half due to refusal and half due to absent households.

14. Data are gathered using a paper-and-pencil questionnaire. In 2017, the INS intends to use tablets to replace the paper-and-pencil questionnaire. The delay between the data entry with the *CSPro* application is one month. Two weeks are needed to verify the responses to the paper-and-pencil questionnaires in the eight local centres. This verification concerns the

correct routing and the completeness and consistency of the answers. The questionnaires may be returned to the interviewer ([2]) to correct the errors. A further delay of two weeks is due to the coding of the answers to the questions on industrial activity, occupation and field of education of the last education attended. When the answers are incomplete or imprecise, the questionnaires may also be returned to the interviewer. Questionnaires therefore go through several review stages, which may be looped, before the data are available.

15. The concepts of the labour force and their implementation in the questionnaire of the *National Survey on Population and Employment* comply with ILO and European definitions. The classifications of industrial activity and occupation are the most recent editions of these classifications (i.e. ISIC Rev.4 and ISCO-08). Educational level and field of education of the last education attended, however, are still coded according to ISECD 1997. The questionnaire lacks additional questions to describe employment from the perspective of a commodity on the market, an economic production factor and a social function and to measure time-related underemployment. (Several recommendations concern the revision of the questionnaire.)

16. The INS disseminates a press release containing the main results (the labour force and employment in absolute values and the unemployment rate) with a relatively short delay of 45 days after the reference period. The results describe the labour force in a particular quarter without reference to the previous quarter or year, even though users are more interested in trends and comparisons with preceding quarters. Furthermore, the results of the *National Survey on Population and Employment* are disseminated in several annual printed publications, as time series on the website, as multidimensional tables and as anonymised micro-data. In the near future, data will be disseminated in the form of data cubes. (Several recommendations concern the dissemination of supplementary indicators and access to the results of the survey.)

([2]) 133 interviewers in the 1st, 3rd and 4th quarters, 1 control inspector for 3 interviewers, and 1 or 2 control inspector(s) in a local/governorate office.

RESUME EXECUTIF

17. L'« Enquête Nationale sur la Population et l'Emploi » vise de multiples objectifs et elle couvre plusieurs sujets. Le premier objectif est de fournir une description générale, cohérente et mise à jour du marché du travail. La majorité des questions (70 questions y-compris les questions sur les caractéristiques démographiques) sert à la description du marché du travail. Le deuxième objectif est de fournir annuellement des estimations sur l'émigration et la migration inter-gouvernorats (6 questions). Ces données sont nécessaires pour actualiser les effectifs de la population au niveau régional étant donné que seulement les données sur les naissances et les décès sont disponibles comme données administratives. La condition pour la collecte de ces données est que l'enquête est répétée auprès du même sous-échantillon d'un quart de l'échantillon entier un an après une première enquête au deuxième trimestre. Cet objectif pose une contrainte quant à la taille de l'échantillon. Le troisième objectif est de collecter des données sur les caractéristiques du logement (9 questions). L'« Enquête Nationale sur la Population et l'Emploi » sert maintenant comme le véhicule pour ce module. Le quatrième objectif est d'obtenir des données sur l'usage des technologies de l'information et de la communication. Un module spécifique est ajouté dans le quatrième trimestre (une quinzaine de questions ; cette enquête est organisée pour l'Union Internationale des Télécommunications).

18. Les usages principaux de l'« Enquête Nationale sur la Population et l'Emploi » selon l'Institut National de la Statistique (INS) sont en ordre d'importance décroissante 1) de fournir une description générale, cohérente et mise à jour du marché du travail au niveau national 2) de fournir des informations spécifiques sur le marché du travail régional (gouvernorat) et local, 3) de fournir des informations démographiques sur la composition des ménages entre deux recensements de la population, 4) de fournir des informations sur la politique d'emploi, par ex., par rapport aux temps de travail et aux conditions de travail, 5) de fournir des information sur la politique sociale, en particulier par rapport à l'enseignement et la formation, 6) des observations macro-économiques sur la base d'indicateurs conjoncturels, 7) une source pour la comparaison internationale et 8) de fournir des informations sur l'emploi ventilé par la composition des ménages.

19. L'« Enquête Nationale sur la Population et l'Emploi » dans sa forme et fréquence trimestrielle aujourd'hui a démarré fin 2011 après une phase test en 2007. La taille de cette enquête est de 45 mille ménages (1.65% de sondage). Une enquête annuelle a déjà commencé en 1999 ; cette enquête se déroule les mois d'avril, mai et juin; la taille de cet échantillon est de 145 mille ménages (5.34% de sondage). Une série chronologique à partir de 2006 est diffusée sur le site de l'INS.

20. L'enquête est une enquête en continu dont la répartition des semaines de référence dans le temps n'est pas uniforme car la semaine de référence dépend du moment de l'entretien – la semaine de référence étant les sept jours qui précèdent l'entretien. L'effet est que le nombre d'observations par semaine de référence puisse varier et que le nombre des ménages dans certaines aires géographiques – et donc des événements typiques pour ces aires géographiques en termes d'emploi ou de chômage - est plus fréquent dans une semaine que dans les autres. (Plusieurs recommandations concernent le plan de sondage et la définition de la semaine de référence.)

21. L'enquête sur le terrain répond à des normes de fonctionnement élevées avec 91% de réponse; la non-réponse est moitié due au refus, moitié due à l'absence.

22. L’outil pour la collecte des données est un questionnaire sur papier. L’INS envisage de remplacer cette technique par des tablettes en 2017. Le délai entre les entretiens et la saisie des données à l’aide du logiciel *CSPro* est d’un mois. Au cours des deux premières semaines les réponses dans les questionnaires sur papier sont contrôlées dans les huit centres locaux. Ces contrôles concernent la route correcte et complète des réponses et leur cohérence. Les questionnaires pourraient être renvoyés aux enquêtrices ([3]) afin de résoudre les erreurs. Un 2ième délai de deux semaines est dû au codage des réponses sur l’activité économique, la profession et le domaine du niveau d’études le plus élevé atteint. Quand les réponses sont incomplètes ou ne sont pas assez précises, les questionnaires pourraient être aussi renvoyés aux enquêtrices. Les questionnaires passent donc par différents gradins et peuvent passer par des boucles avant que les données soient disponibles.

23. Les concepts de la population active et leur opérationnalisation dans le questionnaire de l’« Enquête Nationale sur l’Emploi » sont conformes avec les définitions du BIT et les définitions européennes. Les nomenclatures appliquées de l’activité économique et de la profession sont les versions actuelles de ces deux nomenclatures, c.-à-d. CITI rev.4 et CITP-08 ; seulement le niveau d’études et le domaine du niveau le plus élevé atteint sont toujours codés selon CITE 1997. Il y a un manque de questions supplémentaires permettant une description de l’emploi selon des points de vue d’une marchandise sur le marché, d’un facteur de production, de la fonction sociale et du sous-emploi. (Plusieurs recommandations concernent la révision du questionnaire.)

24. Un communiqué de presse avec les principaux résultats (la population active et l’emploi en valeurs absolues et le taux de chômage) est diffusé dans un délai relativement court d’environ 45 jours après la fin du trimestre. Les résultats sont décrits par rapport à un trimestre spécifique sans référence au trimestre ou l’année précédente bien que les utilisateurs s’intéressent plutôt aux tendances et à la comparaison avec le trimestre ou l’année précédente. En outre, les résultats de l’« Enquête Nationale sur l’Emploi » sont diffusés dans des publications imprimées annuelles, comme séries chronologiques sur le site, bientôt sous forme de cubes de données, tableaux multidimensionnels et comme micro-données anonymisées. (Plusieurs recommandations concernent la diffusion d’indicateurs supplémentaires et l’accès aux données.)

([3]) 133 enquêtrices au 1er, 3ième et 4ième trimestre, 1 contrôleur pour 3 enquêtrices, 1 ou 2 contrôleurs par bureau local/gouvernorat.

ASSESSMENT RESULTS

LEGAL AND INSTITUTIONAL FRAMEWORK

Mandate for data collection (*Principle 2 of the European Statistics Code of Practice*)

25. The Tunisian **Institute of National Statistics (hereinafter INS)** was founded in 1969 (Law no 69-64 of 31 December 1969) as a public institution with a specific industrial and economic nature (see AGA Tunisia 2014, p. 59).

26. The Ministry of Development, Investment and Cooperation is the supervisory body of the INS. The INS is currently part of a decentralised national statistical system (hereinafter **SSN**) consisting of the National Statistical Council (hereinafter CNS), the INS, the (Specialised) Public Statistical Structures (hereinafter SSP) and the statistical training institutions, under **Law no 99-32 of 13 April 1999** (see also the INS website: http://www.ins.nat.tn/indexfr.php) ([4]).

27. The **CNS** is a collegial body responsible for the general orientation of the national statistical activities, priorities and instruments of the SSN (Art. 14). Within this framework, the CNS proposes the instruments for coordinating statistical activities in Tunisia and examines the statistical programmes of the public statistical structures to propose a national statistical plan in line with the national development plan (Art. 15).

28. Law 99-32 defines the **INS** as the central executive body responsible for the technical coordination of statistical activities in Tunisia (Art. 18). Accordingly, the mission of the INS is to ensure, in cooperation with the other SSN structures, the collection, treatment, analysis and dissemination of statistical information in Tunisia (Art. 19).

29. The **SSP –** ministries, local communities and public companies – are responsible for the collection, treatment, analysis and dissemination of the statistical information that relates to their specific fields and that is not produced by the INS (Art. 20).

30. The fourth component of the SSN consists of the **statistical training institutions**. The National School of Statistics and other institutions capable of providing similar training should ensure adequate training of the statistical engineers and technicians (Art. 23).

31. The administrative and financial organisation and the functioning of the INS are governed by **Decree no 2000-2408** of 17 October 2000.

32. In Tunisia, the LFS is called ***Enquête Nationale sur la Population et l'Emploi***. The INS implements the survey under Law No 99-32 and all related provisions. In line with the general principles for all surveys in Tunisia, participation in the LFS is compulsory (Art. 6, Law No 99-32).

([4]) A revision of the legal and institutional framework is foreseen for 2016 within a new twinning project led by INSEE France.

Adequate resources (*Principle 3 of the European Statistics Code of Practice*)

33. The INS designs and implements the *National Survey on Population and Employment* taking into account the INS institutional organisation and staff (human resources).

34. The INS has one central management department (DG) with a direct link to the office of the permanent secretariat of the CNS (the INS names the secretary) and the Observatory of the Business Cycle. The INS also has common staff services (communication and public relations, management control, internal audit, and a central unit for office supplies) and six central departments (Decree No 2005-1643 of 30 May 2005).

35. The **Director General of the INS** is nominated by government decree following proposition by the **Ministry of Economic Planning** (see also Decree No 2000-2408, Art. 1). The DG mandate has no specific deadline. The DG chairs an executive board **–** ***Conseil d'Entreprise*** – comprising the representatives of some ministries (e.g. prime minister, ministry of economic planning, ministry of finance and ministry of trade) with specific competencies in budgetary and financial issues (Art. 3–4).

36. Under the DG, the INS has **six central departments**: Demographic and Social Statistics (including Employment Statistics), Business Statistics, National Accounts, Business Cycle Statistics and Economic Studies, Regional Statistics and Dissemination, and IT and Coordination.

37. The *National Survey on Population and Employment* is part of the national plurennial statistical plan. The next plan covers the period 2016–2020.

38. The **Department of Employment Statistics** is responsible for the design, implementation and analysis of the LFS, including sample selection and estimation. The Department of Employment Statistics comes under the management of the central Department of Demographic and Social Statistics. The staff consists of three statisticians with a university background, one statistical assistant and one administrative clerk (shared with the Department of Demographic Statistics). The team of statisticians is highly skilled, particularly with regard to the conceptual framework of the LFS, but specific knowledge and experience in sample design techniques and statistical estimation is needed. Statisticians with this background could bridge the gap and assist the subject matter departments in sample design and statistical estimation ([5]).

39. The Department of Regional Statistics, through its local/regional offices, is involved in the fieldwork (including staff training). Under the central Department of Regional Statistics, there are six **regional departments (districts)** for each macro-region: North-East, North-West, Centre-East, Centre-West, South-East and South-West. According to the INS (December 2015), there are now eight such district departments.

40. The INS currently employs 943 officers, of which 306 are employed in the district or local departments. The IT staff consists of 31 people (AGA Tunisia 2014, p. 66) ([6]).

([5]) See also recommendation 465 of the AGA.

([6]) Based on the global assessment (AGA Tunisia 2014, p. 67), the INS considers this staff adequate for the current activities of the institute. Obviously, this figure does not include the temporary staff hired during some large national surveys. It is also noteworthy that the INS plans to establish a centre (named CEFI) for the ongoing training of its staff (AGA Tunisia 2014, p. 67).

41. The total operational budget of the INS currently amounts to about 15 million Tunisian dinars. The budget for equipment is about 14 million Tunisian dinars. This does include additional provision from the State when the INS implements the population and housing census. The operational costs of the *National Survey on Population and Employment* represent 20% of the total operational budget. This proportion seems to have remained constant over the past five years.

42. The number of interviewers for each quarterly survey is 133. During the second quarter, there are twice as many interviewers (see paragraph 61). The average weekly workload is 30 interviews.

Statistical confidentiality (*Principle 5 of the European Statistics Code of Practice*)

43. The following legal provision (Law 32-99) applies to statistical confidentiality: Art. 5 relates to statistical secrecy, meaning that individual data cannot be disseminated at all and that statistical agents are strictly bound to respect professional secrets.

Impartiality and objectivity (*Principle 6 of the European Statistics Code of Practice*)

44. Based on Art. 4 (Law 32-99), statistical products and activities are bound by the following fundamental principles: statistical secrecy; obligation to respond to statistical surveys; transparency; respect for periodical planning and delays in the dissemination of statistics; harmonisation with international methods and concepts used in statistics.

45. The same law explicitly mentions the obligation to answer accurately and within the specific deadlines defined by the statistical surveys (Art. 6). Sanctions (penalties) are applied to any resident who refuses to respond to the questionnaires of the statistical surveys or gives incomplete or false answers (Art. 26).

46. Transparency consists of presenting the statistical sources, methods and aims to inform respondents about the use and interpretation of the disseminated statistics. Transparency also consists of informing respondents and the public about the legal and institutional framework governing the statistical activities and their statistical purposes (Art. 8).

Sound methodology (*Principle 7 of the European Statistics Code of Practice*)

47. The statisticians of the *National Survey on Population and Employment* normally participate actively (including through presentations) in international meetings, seminars or workshops on the LFS (e.g. with the ILO and UN). The following are examples of international meetings where the INS has participated in the past three years. In 2013, the INS participated in three meetings of the MEDSTAT III Working Group – two as chair and one within the SUMER project (survey on work injuries). In 2014, the INS participated in one SUMER meeting, one workshop on the panel on data treatment (Egypt), one workshop on the UN census and training on the ILO-ETVA survey (survey on the transition from school to work). In 2015, the INS participated in the workshop on the pilot survey for the application of the 19th ILO resolution, the MEDSTAT Working Group (Tunisia as chair) and the Eurostat training on the treatment of non-response in household surveys.

SURVEY DESIGN AND METHODOLOGY ([7])

Population coverage

48. The target population of the *National Survey on Population and Employment* is all persons aged 15 years or older, excluding persons living in collective or institutional households. These collective or institutional households (e.g. workers' camps, student hostels or dormitories, residential care homes, and hospitals) are identified by the field supervisor in a preliminary stage before the interview and are then excluded from the list of households to be interviewed. Household members who are absent for a duration of less than six months, however, are added to the list of (present) household members, and proxy data are collected. Households or groups of six persons or more who reside in conventional dwellings without family ties and who share meals with the other residents are also covered by the survey. The condition of sharing meals can be interpreted as similar to the stricter condition of common housekeeping. In the statistical estimation process, the survey data excluding collective or institutional households are inflated to the total population because the target population is the usual resident population.

49. Institutional households were identified in the recent population census with reference date 23 April 2014. An analysis of the labour force characteristics of the members of the institutional households can show whether additional coverage of some specific categories of institutional households is relevant (see recommendation *s*).

50. Sampled persons who have stayed in Tunisia for less than six months and who do not intend to stay at least six months are excluded from the survey. This definition, however, is less strict than the UN recommendation or the definition in the European Parliament and Council Regulation No 763/2008.

Survey frequency and survey period

51. The survey is carried out continuously, but the distribution of the reference weeks is not uniform over the weeks in a quarter. This distribution depends on the week of the interview because the reference week is defined as the seven days preceding the day of the interview. The actual interview week may be delayed with regard to the assigned calendar week because of circumstances such as adverse weather conditions or absence of the sample household. Consequently, some reference weeks and some sample areas may be overrepresented. Typical events occurring in these weeks and areas relating to variations in employment or unemployment can affect the estimates. Only when the distribution of all reference weeks is uniform over a quarter is the sum estimate of, for example, employment an unbiased estimated of the labour input (see recommendations *m*, *n* and *p*).

52. In its current design, the *National Survey on Population and Employment* has been carried out since the last quarter of 2011. In 1988, the INS first conducted a labour survey, and in 1989, the survey was repeated mainly to provide an update of the census results. In 1997, the survey became biennial, and since 2000, the survey has been annual (conducted in the spring), comparable with the reference time of the census.

([7]) The focus of this section is the assessment of statistical procedures in compliance with ***Principle 8 of the European Statistics Code of Practice*** **(Appropriate Statistical Procedures)**. Principle 8 refers to survey design elements in general, while other principles may refer to specific elements.

53. The sample for the spring survey is more than three times larger than in the other quarters, mainly because of the survey’s history as a mini-census. The boosted sample could be distributed over all the weeks of the year (see recommendation *o*).

Sample design

54. The source for the sample frame is the April 2014 population and housing census. The census is divided into more than 30 000 districts stratified by governorate (24 governorates) and type of environment (communal or scattered housing). Normally, 1800 districts (more than 5500 in spring) are sampled according to their size. Each district is then divided into clusters with a relatively large average size of 25 households. One cluster is then randomly sampled in each district, and data are collected for all households. The supervisor updates the sample list of dwellings in a preliminary stage in the field. The overall sampling rate is 1.65% of the total population, except in the second quarter, when it is 5.34%.

55. The quarterly samples are independent, except in the second quarter. One quarter of the households is re-interviewed after one year to determine emigration at national and governorate levels. The household composition is compared with the situation one year earlier. The date when and the reason why a person left the household, as well as his or her destination, are recorded to identify the emigrants. This information is necessary to update the population pyramid by age and sex. The only available data from the registry office are on births and deaths. The National Observatory on Migration coordinates initiatives to use administrative data, but these initiatives (e.g. using data from ATCT – the Tunisian Agency for Technical Cooperation) are incomplete (see recommendation *r*).

56. A rotation pattern of a repeated survey in two consecutive quarters and in the same quarters one year later continues to provide the annual migration flows and improves the estimates of quarterly changes. This rotation pattern is frequently applied in the LFS in Member States (see recommendation *q*).

Table 1. Assessment of the correspondence between the *National Survey on Population and Employment* and the specifications in Council Regulations No 577/98 of 9 March 1998, No 1372/2007 of 23 October 2007 and No 545/2014 of 15 May 2014 concerning the survey and sample design			
Survey characteristics	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
Population coverage: 15 years and over	✓		
Supplementary coverage of collective and institutional households			✓ depends on analysis on the basis of the population census
Continuous survey	✓		
Uniform distribution of the reference weeks			✓ depends on tests and pilot surveys
Quarterly results	✓		
Repeated observations/interviews			✓ (only for a subsample in 2nd quarter)
Administrative data (except for labour status)			✓ (currently unreliable data)
Assessment of the correspondence between the *National Survey on Population and Employment* and the recommendations of the task force on the quality of the LFS (June 2009)			
Balanced samples over geographical areas and reference weeks			✓ depends on tests and pilot surveys
Regular review of the efficiency of the sample design			✓
Full application of concept of the resident population (EP and Council Regulation No 763/2008)			✓ (refers to period of 6 instead of 12 months)
Quarterly rotation pattern; harmonisation of rotation patterns			✓ (2-[2]-2) depends on pilot surveys

Data collection

57. In the first, third and fourth quarters, 133 interviewers collect data for the *National Survey on Population and Employment*. In the second quarter, double the number of interviewers collect data. The interviewers who collect the data throughout the year are on the INS payroll. The additional interviewers for the second quarter are hired on temporary contracts. The average daily workload for the *National Survey on Population and Employment* is six households. The eight regional statistical offices provide training for data collection based on the same manual and common training material. Training takes three days. Interviewers receive training on how to establish contact with the sample households. The training programme explains the fieldwork documents and fieldwork progress forms, the nature and objectives of the survey, the confidentiality of the collected data, and the questionnaire.

58. The interviewer is the intermediary between the statistician and the respondent: The statistician relies only on the interviewer, who is responsible for conveying the question content to the respondent exactly as defined by the statistician. This is the only way the statistician maintains control over the interview. In statistical terms, interviewers' deviations from standardised interviewing generally increase interviewer variance, thereby increasing measurement error. The standardised interviewing technique reduces interviewer variance. Its procedures are as follows: (1) to read questions as written in the questionnaire, (2) to probe inadequate answers in a non-directive way and (3) to record answers without

discretion. Adding or omitting words from the question, incorrectly or incompletely reading the question and response categories, and using non-neutral or leading clarifications are all examples of deviations from standardised interviewing. Standardised interviewing techniques are part of the training (*Table 2*).

59. All interviews are conducted face-to-face with a paper-and-pencil questionnaire. The INS intends to use tablets for data collection by 2017 ([8]). (***Cost effectiveness, Principle 10 of the European Statistics Code of Practice***.)

60. Interviewers may be accompanied by a control inspector. In each governorate/local office, one or two control inspectors are in charge of three interviewers. The control inspectors monitor the progress in the field and verify the quality of the completed questionnaire (i.e. the completeness of the answers and the coherence of certain information such as location and type of dwelling with the list of dwellings and households to be surveyed). When control inspectors identify errors or omissions, the questionnaires are returned to the interviewer. This process is decentralised and unobserved by the statistician (see recommendation *i*). When data collection is computer assisted, many errors are avoided, and the follow-up of the data collection can be centralised.

61. The total non-response rate is 9%. Participation in the survey is compulsory. This non-response rate is smaller than the non-response rate of 15% for the LFS in the Member States, where participation is also compulsory. Half of the non-response is due to refusal, half to absences. Not-at-home households are re-contacted three times. Following the Jasmine Revolution, the refusal rate has increased. No advance letter is posted to the sample households (see recommendation *d*).

([8]) It may be useful to visit the statistical offices in, for example, Cameroun and Mali, to see the data entry and processing system architecture, which is now based on the use of tablets following the switch to tablets last year.

Table 2. Assessment of the correspondence between the *National Survey on Population and Employment* and the recommendations of the task force on the quality of the LFS (June 2009) concerning fieldwork			
Recommendations of the task force	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
Compulsory participation, wherever legally feasible	✓		
Inform and reassure sample households/persons before interview		✓	
Dependent interviewing of select (stable) variables			✓ (except in the 2nd quarter for the household composition)
Scheduling the contact attempts at different times of the day	✓		
Permanent professional interviewers with minimum turnover	✓		
Training on communication skills and survey content	✓		
Regular debriefing of interviewer experiences			✓
Standardised interviewing	✓		
Monitoring interviewer performance	✓		
Maximum delay between interview and reference week			✓ (will be relevant after redesign)
Emphasise the confidentiality of the data collection		✓	
Mixed survey modes (CAPI/CATI/Web-based)			✓
Tailored approach of non-nationals (translation)			✓
Wave-specific modules/questionnaire organisation			✓
Test of changes in the survey design before applying them in the field	✓		
CAPI instead of paper-and-pencil questionnaires		✓	

Questionnaire and variables

62. The questionnaire includes nearly half of the variables in the EU LFS (see Table 3). Several important variables are missing. For instance, the survey lacks variables to identify labour market segments (to describe labour as a commodity on the labour market), time-related underemployment (as an economic production factor or as an issue from a social perspective), the month and year when people started their current job to determine the job tenure, the month and year when people left or lost their last job to determine the real unemployment duration, and a background variable on the nationality and the number of

years of residence in Tunisia. When these variables are added, they will contribute significantly to the relevance of the survey ([9]) (see recommendation *b*).

Table 3. Assessment of the correspondence between the *National Survey on Population and Employment* and the specifications in Council Regulations No 577/98 of 9 March 1998, No 1372/2007 of 23 October 2007 and No 377/2008 of 25 April 2008 concerning the variable list			
Survey characteristics	Currently implemented (the missing variables below are not essential)	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
<u>Questionnaire:</u> Demographic background variables	✓	✓Missing variables to be added: nationality, country of birth and number of years of residence in Tunisia	
Measurement of labour status	✓ (except type of employment (full-time or part-time) sought or found)		
Measurement of employment characteristics of main job	✓	✓Missing variables to be added: number of persons in local unit, full/part-time, when person started working, shift work, atypical working hours, tasks and duties in the job	
Economic activity according to ISIC Rev.4; occupation according to ISCO-08	✓		
Measurement of take-home pay	✓ but high item non-response		
Measurement of characteristics of second job (ICSE, ISIC and hours)	✓	✓Missing variables to be added: status in employment and number of hours actually worked	
Measurement of hours usually and actually worked	✓	✓Missing variables to be added: hours usually worked and reason why hours actually worked differ from usually worked (e.g. overtime hours)	
Measurement of time-related underemployment	✓	✓ Missing variables to be added: wish to work more hours and number of hours person would like to work in total (volume)	
Measurement of search for employment	✓	✓ Missing variables to be added: reason why	

([9]) Some variables are decent work indicators. In 2016, the INS intends to revise the questionnaire taking into account the measurement of the decent work indicators.

Table 3. Assessment of the correspondence between the *National Survey on Population and Employment* and the specifications in Council Regulations No 577/98 of 9 March 1998, No 1372/2007 of 23 October 2007 and No 377/2008 of 25 April 2008 concerning the variable list			
		unavailable and willingness to work when not seeking employment	
Measurement of educational attainment	✓		
Measurement of participation in education and training	✓ (except attendance at courses or lessons outside regular education and their length)		
Measurement of previous work experience of person not in employment	✓	✓ Missing variables to be added: month and year when person last worked	
Measurement of main activity status			✓
Measurement of main activity status one year before the survey			✓
Technical items (i.e. proxy and private/collective household)	✓		
Completeness (variables in comparison with EU LFS)	47%		

63. The reference week is the seven days before the interview ([10]). Because it depends on the interview, the number of reference weeks – and, accordingly, the number of successful interviews – may vary over the calendar weeks. Consequently, labour market events (e.g. new employment and job losses) in a particular week are captured more or less frequently depending on the number of observations or interviews in that calendar week. The total quarterly estimate is therefore not a true estimate of the average employment or unemployment for the survey period. A true period estimate would require the assumption that the reference weeks were distributed uniformly over that period. The reference week should therefore be determined in the sampling process ([11]) when the sample is allocated to a particular reference week (see recommendations *m* and *n*). The interview may thus take place some weeks later due to, for instance, absence of the household or other circumstances in the week immediately after the reference week ([12]).

64. The questionnaire contains four questions about four components of remuneration: the normal monthly (or weekly or daily) take-home pay, the monthly take-home pay in the last month, bonuses and the approximate value of benefits in kind. This is a detailed set of questions. Interviewers are hesitant to ask these questions, so item non-response is high. Nevertheless, the monthly take-home pay is relevant for, among other purposes, determining

([10]) Hence the ✓ symbol in the second column.
([11]) Hence the ✓ symbol in the last column.
([12]) Since 2007, the INS has performed a test of a quarterly rotation pattern with a pre-defined reference week and a tailored questionnaire for the later waves. Results show a deviation in the unemployment rate of 1.5 percentage points from the regular annual survey. Not all survey conditions were controlled. The INS then decided to continue the annual survey. The INS should therefore meticulously test a change of the survey design in the medium term.

occupation and other individual characteristics ([13]). Focusing on this important component and measuring it with a single question could increase item response (see recommendation *f*).

65. In the second and fourth quarters, the *National Survey on Population and Employment* contains additional specific modules. These modules concern the emigration and the migration between governorates (6 questions), the use of information technology (about 15 questions), and in 2013, the transition from school to work (see recommendation *g*). One quarter of the respondents of the boosted sample in the second quarter are asked the questions on migration. These questions essentially offer a comparison between the current household composition and the composition one year earlier.

66. The questions on labour status meet the question design principles of Commission Regulation 1897/2000, except for the aforementioned specification of the reference week in relation to the interview date and the missing question to identify persons who have already found a job to start after the interview (see Table 4). The general capacity of the Tunisian LFS to meet the principles of Commission Regulation 1897/2000 indicates the high degree of **cross-national comparability (*Principle 14 of the European Statistics Code of Practice*)**. No upper age limit is applied to the employment and unemployment questions in accordance with ILO recommendations but in contrast to the EU operationalisation ([14]).

([13]) A decent work indicator in relationship with adequate earnings.
([14]) Appropriate age limits can be applied to the indicators.

Table 4. Assessment of the correspondence between the labour status questions in the *National Survey on Population and Employment* and the Commission Regulation No 1897/2000 of 7 September 2000			
Question design principles	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
Questions on labour status are in general the first questions on the individual questionnaire	✓		
Questions on employment consist of at least two separate questions	✓		
Questions on employment and job search contain at least one cue for the identification of minor jobs	✓ (except in the question on job search)		
Questions on employment contain at least one cue for the identification of unpaid family workers	✓		
Questions on employment clearly indicate work for pay or profit	✓		
Reference period of employment is last week 'from Monday to Sunday'; period of job search is past four weeks, including the reference week; period of availability is two weeks following the reference week			✓ reference periods refer to days before the interview date instead of the reference week, as established during sample selection
All persons identified as having no job are asked the question on job search	✓		
Question on job search refers to any effort to find a job	✓		
The question on job search methods contains active and passive search methods	✓		
At least three search methods are enumerated	✓		
Contact with the public employment office is finding out about job vacancies or suggesting job opportunities	✓		
Persons who have already found a job to start within the next 3 months and currently not employed and not searching are identified			✓

Data editing and coding

67. As data are collected by a paper-and-pencil questionnaire, incomplete or missing questionnaires (when compared with the sample list of dwellings) and routing errors may occur. The control inspector in the local office therefore verifies the questionnaires. When missing or partial questionnaires and errors are found, the questionnaire is returned to the field, and the interviewer tries to contact the household to collect additional information (see

recommendation *i*). When data collection is computer assisted, routing errors can be avoided and the data collection follow-up can be centralised.

68. The industrial activity of the establishment (questions II.4, II.18 and III.15), the occupation (questions II.1, II.17 and III.12) and the field of (last) education (question III.10) are open questions. These variables are coded by the local office staff. Detail in the descriptions of the establishment's industrial activity and the occupation may be insufficient to assign a code. In such cases, the questionnaire is returned to the field, and the interviewer tries to contact the household to collect additional information. The industrial activity is coded according to ISIC Rev.4 at the 4-digit class level. Because establishments are not (yet) distinguished in the business register, the business register cannot be used to retrieve the industrial activity code based on the name and address of the establishment (see recommendation *u*). Occupation is coded according to ISCO-08 at the 4-digit unit group level. This method again indicates the high degree of **cross-national comparability** ***(Principle 14 of the European Statistics Code of Practice)***. The code is assigned based on the job title, yet an additional question on tasks and duties would explicitly ask for details and would make coding more straightforward (see recommendation *c*).

69. Educational attainment is coded according to the six levels of ISCED 1997. ISCED 2011 is a revision of ISCED 1997 with changes mainly in Level 4 and in tertiary education. ISCED 2011 is now widely used. The classification by field of education has recently been revised independently of the revision of level of education. This 2013 ISCED-F consists of 11 broad groups and 29 narrow fields (see recommendation *e*).

70. Two weeks are needed for data editing and another two weeks are needed to code the open questions on industrial activity, occupation and field of education. For the data entry, the INS uses CSPro software developed by the US Census bureau. A team of 30 clerks performs the data entry. On average, five minutes are needed for the data entry of a household questionnaire.

Statistical processing: accuracy and reliability (*Principle 12 of the European Statistics Code of Practice*)

71. The sample estimates of the *National Survey on Population and Employment* are adjusted for non-response and are reweighted using population benchmarks. For the first adjustment for non-response, the INS uses the same stratification as for the sampling by governorate and type of environment (communal or scattered housing). A more detailed stratification by governorate, type of environment, age and sex is applied for reweighting by the population benchmarks. The population benchmarks are an extrapolation of the census regional population pyramid by sex and 17 five-year age classes. The extrapolation considers total births and deaths (data available from the registry office) and migration based on the estimates from the spring survey. The extrapolation takes place twice a year. When the extrapolated population pyramid was compared with the 2014 census, it underestimated the population pyramid. The INS will revise the estimates of the *National Survey on Population and Employment* taking into account the 2014 census population benchmarks.

72. Standard errors are unavailable for the estimates from the *National Survey on Population and Employment* (see recommendation *a*). Because of the large sample size, precision of the

estimates presumably meets the EU requirements on the standard error of quarterly averages at the regional level ([15]) (see Table 5).

73. The INS calculated minimum sample sizes as a function of an estimated standard error of the unemployment rate at the regional level and at the (more detailed) governorate level. In doing so, the INS made several assumptions. Some assumptions concerned the design effect. This design effect largely depends on the large cluster size (25 households) and the intra-class correlation. This correlation is specific for a particular variable, and it can be calculated using the census results. Another assumption concerned the non-response rate at the regional level. The minimum sample differs greatly depending on whether the minimum standard error applies to 7 large regions or 24 governorates. Finally, the main assumption to determine the minimum sample size was the required standard error of the unemployment to working-age population ratio – or employment ratio. The EU requirements for these estimates may give an indication of the required standard error.

Table 5. Assessment of the correspondence between the *National Survey on Population and Employment* and the specifications in Council Regulation No 577/98 of 9 March 1998 concerning statistical estimation

Survey characteristics	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
Relative standard error of the annual average of unemployed persons representing 5% of the working age population at the regional level ≤ 8%	✓		
Relative standard error of the net quarterly change (will be substituted by a requirement on the rotation pattern)			✓ subject to tests and pilot surveys
Imputation rate (of missing data)		✓	
Post-stratification by sex, age (5-year classes) and region	✓		
Assessment of the correspondence between the *National Survey on Population and Employment* and the recommendations of the task force on the quality of the LFS (June 2009)			
Separate treatment of collective and private household, for example, when weighting			✓
Single weight for all household members			✓
Optimal weighting schemes to reduce non-response bias	✓		
Regular collection of information on non-respondents			✓ (non-response ≤ 9%)

([15]) The assessment of whether the precision of the net quarterly change estimates meets the EU requirements is less obvious because the quarterly samples are independent (see also paragraph 59).

OUTPUT AND DATA DISSEMINATION

Output: relevance (*Principle 11 of the European Statistics Code of Practice*)

74. The following users are the main users of the LFS data: the Ministry of Vocational Training and Employment; the National Observatory on Employment and Qualifications; the Ministry of Development, Investment and Cooperation; the Tunisian Institution of Competitiveness and Quantitative Studies; the Ministry of Social Affairs; the Central Bank of Tunisia; the press; and employers' associations.

75. The INS Department for Dissemination and User Relations publishes a yearly report with statistics on visits and demands for statistical information at the documentation centre. The last report (INS, April 2015) shows that in 2014, the INS received 50 requests relating to LFS publications (about 10% of all requests), representing the fourth most popular topic after international trade (31%), the population and housing census (20%) and the statistical yearbook (16%). Most requests were received in April and November. No specific data on satisfaction of users on how the INS handled the LFS data requests is available, but according to the INS, almost two-thirds of requests were satisfied ([16]).

Data dissemination: accessibility and clarity (*Principle 15 of the European Statistics Code of Practice*)

76. The INS website is easily accessible. All items are translated into three languages: Arabic, French and English. Documents are normally available in two languages: Arabic and French. All documents, including data, are clear and accessible to a wide public, including non-experienced users.

77. The INS publishes the survey results in several ways: a press release with the main results; an annual publication with approximately 30 tables on the labour force, employment and unemployment, with the usual breakdowns by sex, age, governorate and level of education; time series on the web in EXCEL-format (see Table 6); the statistical yearbook; Tunisia in figures; and anonymised micro-data sets. Most tables are two-dimensional, some with an extra breakdown by sex. More detailed breakdowns would be more useful. The INS can provide such breakdowns by publishing all data online in multidimensional format (see recommendations k and l) ([17]). Supplementary indicators of labour market performance (i.e. time-related underemployment, non-available job seekers and persons available to work but who are not seeking work) should be disseminated to better describe the unmet labour supply (see recommendation j)

78. Data are released quarterly by year and sex, sector of industrial activity, status in employment, and field of study for jobseekers with at least tertiary education (see Table 6). The headline indicator on unemployment is the unemployment rate, whereas the headline indicator on employment is the absolute value instead of the employment ratio. This employment ratio is a main decent work indicator. This means that the employment ratio is an ordinary, effective, widely used and reliable indicator for employment.

([16]) A follow-up of the monthly answers to all data requests by (mainly) researchers, government offices and private companies showed that in 2014 and 2015, 56% and 59% were answered by the office, according to the Department for Dissemination and User Relations with Users.
([17]) On the new platform, BETA (http://beta.ins.tn/).

Table 6. List of tables of the *National Survey on Population and Employment* in Tunisia published on the INS website (EXCEL)
Table 1: *Evolution of working age population 15 years or older by sex, 2006–2015 (thousands)*
Table 2: *Evolution of active population by sex, 2006–2015 (thousands)*
Table 3: *Evolution of employed active population by sex, 2006–2015 (thousands)*
Table 4: *Evolution of employment creation by sex, 2006–2015 (thousands)*
Table 5: *Evolution of employed active population by sector of industrial activity, 2006–2015 (thousands)*
Table 6: *Evolution of employed active population by status in employment, 2006–2015 (thousands)*
Table 7: *Evolution of not employed active population by sex, 2006–2015 (thousands)*
Table 8: *Unemployment rate by sex, 2006–2015 (%)*
Table 9: *Evolution of graduated job seekers by field of study, 2006–2015 (thousands)*
Table 10: *Evolution of graduated job seekers by sex, 2006–2015 (thousands)*
Source: INS, EMPLOI: http://www.ins.nat.tn/indexfr.php (last access: December 2015)

79. Annually, the INS sends data on employment and unemployment by sex and age, data on employment by status in employment and sector of economic activity, and data on unemployment by educational level ([18]) to Eurostat.

80. Some explanatory notes and bulletins have been published in PDF format (in both Arabic and French) since 2008 (published on the EMPLOI website). Concepts, definitions and a summary of methodological issues are also published on the EMPLOI website. In-depth methodological characteristics of the *National Survey on Population and Employment* are published in the *Statistical Methods* series (available in French). The INS is currently updating the *Statistical Methods* series (the last one was published in 2009). The following metadata are available online, as per the Euro-SDMX guidelines ([19]): description of the dataset; concepts, definitions and nomenclatures; measurement unit; reference period; and frequency of data collection (see recommendation v). The following metadata are missing: the contact or unit responsible for the metadata; the date of the last update; the coverage of the time series and time-series breaks; the institutional mandate; the confidentiality policy and data treatment; the data revision; the modes of dissemination; and the access to documents on methodology and quality assurance (see recommendations v and w).

81. Anonymised micro-data sets of the 2005-2013 *National Survey on Population and Employment* are available online in SAS format. These anonymised micro-data sets are freely downloadable. The data are treated before they can be accessed as micro-data. Quantitative variables are transformed into a set of categories. Less frequent categories are collapsed, and a high level of aggregation is applied to classifications. The INS does not have any particular conditions or safeguards for access to anonymised micro-data. These micro-data sets are frequently required by various users, including national and international institutions.

82. The INS is updating the print version of the catalogue of publications. A new edition for 2015 is forthcoming.

([18]) Although data for 2014 still appear to be missing.
([19]) http://ec.europa.eu/eurostat/data/metadata/metadata-structure

Table 7. Assessment of the correspondence between the *National Survey on Population and Employment* and the recommendations of the task force on the quality of the LFS (June 2009) concerning relevance and accessibility			
Survey characteristics	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
Production and dissemination of time series of headline short-term employment and unemployment indicators	✓		
Supplementary indicators of employment and unemployment (i.e. time-related underemployment, job seekers not available and persons available to work but not seeking)		✓	
Information on new user demands			✓
Published results (number of tables compared with EU dissemination)			40% (increase dependent on elaboration of the online access to multidimensional tables)
Published results (transmission of data to international organisations on request)	✓		
Metadata: ratio of available metadata to applicable metadata			✓ (43%)

Data dissemination: timeliness and punctuality (*Principle 13 of the European Statistics Code of Practice*)

83. The duration between the press release of the first results and the end of the data collection is short (see Table 8). The time lag for editing and coding the data and the statistical processing is one month. The analysis of the results and the draft of the press release take another two weeks. The press release with the main results is then disseminated around the 15th of the second month after the reference quarter. The main results concern the labour force, the employment and unemployment rates by sex, employment by industrial activity, and the unemployment rate of persons who attained secondary education. The results describe the labour force in a particular quarter without reference to the previous quarter or year, even though users are more interested in comparing data with that of previous quarters and observing continuity or changes in trends. The delay is shorter than the time taken for most Member States to transmit their LFS data to Eurostat: Only seven Member States provide the data within two months after the end of the reference quarter.

84. The INS disseminates an advance release calendar.

Table 8. Assessment of the correspondence between the *National Survey on Population and Employment* and the specifications in Council Regulation No 577/98 of 9 March 1998 concerning timeliness			
Survey characteristics	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
First data release within 12 weeks	✓		
Assessment of the correspondence between the *National Survey on Population and Employment* and the recommendations of the task force on the quality of the LFS (June 2009)			
More timely LFS results in relationship with their relevance for short-term analysis	✓		
Advance release calendar	✓		
(Exchange of data control and validation programmes between Eurostat and Member States)	does not apply		

Data: coherence and comparability (*Principle 14 of the European Statistics Code of Practice*)

85. A time series of the main variables is disseminated with yearly results referring to the second quarter for the period from 2006 to 2011 and with quarterly results from 2011 onwards (see Table 9). Data are revised backwards when definitions, particularly inclusion or exclusion conditions, are changed and these conditions are already recorded in the data. The data will be revised in accordance with the new population benchmarks from the population census 2014.

86. In national accounts, labour input is a necessary variable for calculating labour productivity (SNA 2008, par. 2.157 and 19.4). The two reviewers were unable to verify whether Tunisian national accounts use employment data because there is no contact between statisticians from the LFS division and the national accounts central division. Data from the *Survey on Household Expenditure and Living Conditions*, instead of data from the LFS, are frequently used for estimates of labour input because of the consistency of the employment and the income data from a single source, even though the LFS is more accurate and up to date. A comparison and reconciliation of the data from the *National Survey on Population and Employment* with national accounts will be crucial for evaluating the accuracy of the survey results (see recommendation *x*).

87. The INS also intends to compare the LFS data with other administrative sources such as the Agence Nationale pour l'Emploi et le Travail Indépendant (ANETI – the employment agency) and the Caisse Nationale de Sécurité Sociale (CNSS – the social security organisation).

Table 9. Assessment of the correspondence between the *National Survey on Population and Employment* and the recommendations of the task force on the quality of the LFS (June 2009) concerning comparability and coherence			
Survey characteristics	Currently implemented	Recommended and considered by the INS for implementation in the short term	Recommended and considered by the INS for implementation in the medium term, dependent on conditions
(Cross-national comparability: review of the principles for the formulation of the questions on labour status, namely Commission Regulation No 1897/2000)	does not apply		
Comparability over time: identification and description of survey design changes and time series breaks			✓ (update of metadata)
To limit number of time series breaks; length of time series	✓ quarterly series of labour participation, employment and unemployment since 2011		
Coherence: explanation of differences between employment estimates from LFS and national accounts			✓
Reconciliation table between employment estimates from LFS and national accounts			✓
Communication between statisticians from LFS and national accounts			✓

RECOMMENDATIONS

The **short-term recommendations for compliance with the EU *acquis* of the Labour Force Survey** are listed below. These short-term recommendations involve changes concerning the questionnaire and data dissemination, which can be implemented in parallel with the shift to computer-assisted interviewing instead of using a paper-and-pencil questionnaire.

a. The INS should calculate standard errors for the employment and unemployment ratios at the regional and national levels as elements to determine the minimum sample size ([20]).

b. The questionnaire should capture the following additional variables:

   1. the reasons for having a temporary job because the distinction between a permanent/temporary job identifies different labour market segments; and the status in employment in the second job because this information also identifies different labour market segments;

   2. the number of persons working in the local unit and the number of hours usually worked per week in relation to the employment contract or typical work situation (used to describe labour as an economic production factor);

   3. the distinction between a full-time/part-time job and the reason for part-time work, supervisory responsibilities, the atypical working hours, and the reasons why a person is not available to work; these characteristics are relevant to describe labour from a social perspective;

   4. the desire to work more hours than the hours actually worked to identify persons who are working fewer hours because of low or insufficient labour demand (19th ICLS, 2013); and the number of hours each individual would like to work in total in relation to a volume estimate of time-related underemployment;

   5. the year and month when a person started to work for his or her current employer or for his or her own account because this variable measures job tenure;

   6. the year and month when a person last worked because this determines the real unemployment duration besides the job search duration (question III.6);

   7. the persons who are not looking for a job because they have already found a job to start after the interview (as a separate response category in the question on why the respondent is not looking for a job) (question III.3); and

   8. the nationality, country of birth and number of years of residence in Tunisia as an additional background variable.

c. The questionnaire items on occupation should include an additional question on tasks and duties besides the current question on the job title.

d. The INS should verify whether interviewers would be in favour of an advance letter ([21]) to make their first contact with a household easier. This action could increase the response rate.

([20]) Standard deviations are essential to describe the precision of the results (a dimension of the quality).
([21]) The letter would announce the visit by an INS interviewer, assure the respondent of the confidentiality of the answers and refer to other legal provisions.

e. Educational attainment (questions I.9 and I.12) should be coded according to the eight levels of ISCED 2011 to improve cross-national comparability. The field of education (questions I.15 and III.10) should be coded according to the 11 broad groups or 29 narrow fields of the preliminary version of ISCED-Fields 2013. (Alternatively, the field of education could be coded according to the nine broad groups of the old classification ISCED 1997, although this would later introduce a time series break.)

f. Field data collection of information on wages has certain constraints, particularly because of its sensitive nature. Furthermore, the four questions on different components of the remuneration increase the response burden, and answers to these questions are of a poor quality (low precision). Therefore, the questions on the wages of employed persons should be restructured and simplified to fully use the data on take-home pay by occupation. The information demands in this respect could be met by other surveys (e.g. surveys on enterprises in the private sector) and public sector administrative sources that yield more reliable data.

g. While the *National Survey on Population and Employment* continues to be the vehicle for ad hoc modules (e.g. modules on housing characteristics or information and communication technology), these ad hoc modules should appear at the end of the current modules on employment and unemployment.

h. The INS should calculate the proxy response rate because it is an element for describing the response quality.

i. When responses are verified and edited, the proportion of these edits, corrections or imputations should be recorded for all affected variables because these edited responses may indicate systematic errors in the data collection. Steps must then be taken to remove the causes of these errors and avoid them in the future. This practice will be largely redundant when tablets are used for data collection.

j. The INS should disseminate supplementary indicators of labour market performance (i.e. time-related underemployment, non-available job seekers and persons available to work but not seeking work) to better describe the unmet labour supply (19^{th} ICLS, Resolution I, Art. 73c).

k. The tables displaying quarterly results should be reorganised such that the first entry consists of the variable (or indicator) with its breakdowns and then the time span (quarter and year) to enable the compilation of time series. Users are interested in trends of particular variables more than in the overview of all tables for a specific quarter. This is an ongoing action.

l. Users of the website should be able to build reliable cross-tabulations other than those that are disseminated.

The **medium-term recommendations for compliance with the EU *acquis* of the Labour Force Survey** are as follows. These medium-term recommendations concern the sample design and the output, and they may require extensive analysis.

m. The *National Survey on Population and Employment* should be a continuous survey, which means that the reference weeks are uniformly distributed over the quarter and the year. The sample would then be representative for the quarter, the year or even the month (see recommendation *p*). The sum of all responses in a continuous survey is (mathematically) a true estimate of, for example, total employment or labour input per quarter. There is no (exogenous) effect of typical periods when people are not at work (e.g. during holidays) or special events occurring in the other non-surveyed or less observed weeks (e.g. due to seasonal patterns).

Corollary: Any corrective action to address a problem in the fieldwork (e.g. a delay in conducting an interview during the reference week) may refer only to the reference week that is determined during sample selection.

n. The reference week ([22]) should be determined when the sample is selected to avoid the over-representation of some weeks. (It is not strictly related to the interview date.)

o. The supplementary sample in the second quarter should be distributed across all the weeks of the year to yield true estimates of annual averages instead of estimates restricted to the second quarter. The estimates should be aligned with other statistics such as demographic statistics on 1 July. A time series break may occur, but the estimates for the second quarter can be compared with the annual averages. Moreover, such an approach offers an operational advantage in that during the second quarter, no interviewers need to be hired on a temporary contract because the total workload is distributed over the entire year.

p. The monthly (and weekly) samples should be balanced over the geographical areas (i.e. governorates and municipalities).

q. A subsample should be re-interviewed once in two consecutive quarters and again in the same quarters one year later to reduce the variance of the quarterly (net) change estimates and provide estimates of annual migration.

r. Data from administrative sources should be used to estimate emigration and migration between governorates to reduce the survey burden of the *National Survey on Population and Employment.* (This is an ongoing action; see AGA 2014, paragraph 544.) As long as reliable administrative data are missing, an annual household survey is necessary. This survey should be conducted around the middle of the year to capture useful data to complete the demographic description (e.g. the net migration and the population pyramid by sex and age). The survey data should then be combined with data from the population census and the registry office. Such a survey could continue to yield information on, for example, housing characteristics.

s. Collective or institutional households/dwellings are identified as a sub-sample in the field, but they are not surveyed. Their labour force status is different from that of private households. Their labour status should be compared with the labour status of the private households based on the population census. The INS could then carry out a pilot survey among some categories of collective or institutional households (e.g. workers' hostels) to test the possibility of including them in the regular *National Survey on Population and Employment*. (The sub-sample of collective households should then be subject to an additional sampling stage to reduce the cluster effect.) The effect of their coverage on the current labour participation estimates should be carefully assessed. The supplementary coverage of institutional or collective households would yield a more complete description of the labour market.

([22]) The reference week for employment should be specified as 'the week from Sunday [*date*] to Saturday' instead of the seven days prior to the interview; similarly, the reference period for job searches and availability to work (questions I.21 and I.22) should refer to the four weeks prior to the interview, the three weeks following the interview and the reference week.

t. In repeated surveys, interviewers should ask some questions on stable characteristics (e.g. occupation and the local unit where someone is/has been working). The interviewer should ask these questions by referring to the respondent's previous answers ([23]) and verifying that these answers are still correct because the respondent knows that he or she has already provided these answers.

u. Besides being used to identify enterprises, the national business register (RNE) should be updated to include data on establishments where people are working. Such an action could improve the use of the RNE as a coordinated source for, among other purposes, the coding of industrial activity ([24]). Quarterly data would be useful to determine active enterprises.

v. The INS should publish metadata on the date of the last update, the coverage of the time series, time-series breaks (which may arise when, for example, classifications are revised), the institutional mandate, the confidentiality policy, data treatment, procedures for data revision, modes of dissemination, and access to documents on methodology and quality assurance.

w. The *National Survey on Population and Employment* metadata should be updated on the ILO and IMF websites because the metadata currently available on these websites seem to refer to the annual survey in spring.

x. Employment data from the *National Survey on Population and Employment* should be compared and reconciled with employment data in the Tunisian national accounts. The reconciliation table should explain any discrepancies. Then, instead of using data from the *Survey on Household Expenditure and Living Conditions*, the INS could use estimates from the *National Survey on Population and Employment*, which uses a larger and more up-to-date sample, as the source for employment data in national accounts.

y. Given the design, user demands and specific objectives of the *National Survey on Population and Employment*, the INS could design a separate general household survey, drawing upon common international experience. Doing so could improve data collection by, for example, using a smaller questionnaire with a more favourable reception by the households, which would in turn enhance data analysis and dissemination and thus reduce the budget for the survey.

z. In the same vein as recommendation *y*, the ad hoc information and communication technology module, which is currently added to the *National Survey on Population and Employment* in the fourth quarter, could be designed as a separate survey or could be included within the general household survey.

([23]) This must not be applied to the questions on labour status.
([24]) See also AGA (2014) paragraph 527.

The following synopsis summarises the **actions** required to implement the above short-term and medium-term recommendations.

List of actions to implement the recommendations

Recommendations	Actions
Short-term:	
Standard deviations of employment and unemployment ratios	- Estimate the standard deviations
Additional variables or questions, take-home pay, application of current classifications, placement of ad hoc modules	- Revise the questionnaire - Insert the questionnaire in the software application on the tablets
Advance letter	- Ask for feedback from interviewers on the advance letter - Introduce the advance letter in the data collection process
Proxy rate, data control and edits	- Calculate the proxy rate - Keep records of data controls and edits
Supplementary indicators on labour market performance	- Produce the supplementary indicators - Disseminate the supplementary indicators
Access to tables with the time period as first or second dimension; breakdowns of tables	- Define the dimensions of the different tables - Insert the results from the survey in the multidimensional tables (ongoing action)
Medium-term:	
Sample distribution, reference week and rotation pattern	- Determine the consequences of the redesign on the sample selection - Adapt the reference week in the questionnaire - Carry out test and pilot surveys controlling survey conditions - Compare the results with the current data and describe the differences - Evaluate the need for statistical technical assistance
Migration estimates	- Develop reliable administrative sources
Institutional or collective households	- Compare the labour force characteristics of institutional or collective households with private households - Carry out a pilot survey - Reach conclusions regarding additional coverage of institutional or collective households in the regular survey with an additional sampling stage
Dependent interviewing of stable characteristics in the case of a repeated survey	- Revise the questionnaire with forward copy of previous answers
Data on establishments in the business register	- Identify establishments
More complete and up-to-date metadata	- Add metadata on the INS website - Verify and update metadata disseminated by international institutions
Employment data from the LFS and national accounts	- Verify whether national accounts estimate labour input or intend to do so - Compare and reconcile employment data from the LFS with national accounts
General household survey	- Define the overall architecture of social surveys

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ANNEXES

Annex 1

ORDRE DU JOUR

Institut National de Statistique de la Tunisie

Examen Sectoriel – Statistiques de l'Enquête sur les Forces de Travail (« *Enquête Nationale sur la Population et l'Emploi* »)

7-10 Décembre, 2015

Document provisoire

Équipe Internationale d'Examen

Les Experts: Dr. Aloïs van BASTELAER et

Dr. Gaetano FERRIERI

1er jour, 7 décembre 2015		
09:00 – 9:30	Exposé des objectifs attendus de la mission	DG de l'INS Coopération Internationale Équipe Internationale
09:30 – 10:00	Ouverture et bienvenue, introduction de l'examen et de l'équipe d'examen	Direction Statistiques de l'Emploi Comité de réflexion Équipe Internationale
10:00 – 10:45	**Réunion d'introduction avec les collègues de l'Institut National de la Statistique (ci-après: INS).** **Discussion du cadre institutionnel général de l'Enquête Nationale sur la Population et l'Emploi (EFT – Enquête sur les Forces de Travail)** Échange d'informations sur le cadre institutionnel général de l'unité des statistiques de l'Enquête Nationale sur la Population et l'Emploi; organisation interne de l'INS, son rôle et sa fonction, les ressources humaines; les relations avec d'autres parties prenantes nationales (les acteurs du système national de statistique) et internationales (BIT, ONU, UE); les programmes pluriannuels des statistiques; l'approche et les systèmes de publication et de diffusion Mise à disposition des documents et des rapports sur les statistiques sociales et de l'Enquête Nationale sur la Population et l'Emploi	INS: Direction Statistiques de l'Emploi, Direction Centrale des Statistiques Régionales, Comité de réflexion, d'autres directions concernées (par ex. Direction Normes, Coordination Statistique et Coopération Internationale) Équipe Internationale
10:45 – 11:00	*Pause-café*	
11:00 – 12:00	**L'élaboration de l'EFT** Échange d'informations sur les caractéristiques méthodologiques liées à l'élaboration de l'Enquête Nationale sur la Population et l'Emploi – étant le pendant de l'EFT - avec les unités concernées, se référant aux renseignements dans le questionnaire d'auto-évaluation Ceci inclut : le plan d'enquête, la fréquence, la couverture, la base de sondage et le plan de sondage	INS: Direction Statistiques de l'Emploi, Comité de réflexion, Direction Projets Informatiques
12:15 – 12.30	Conclusions provisoires et recommandations	Équipe Internationale
12:30 – 14:00	*Pause de midi*	

1er jour, 7 décembre 2015		
14:00 – 15:00	**Mise en œuvre de l'EFT** Échange d'informations sur les caractéristiques méthodologiques concernant la mise en œuvre des enquêtes nationales étant les pendants de l'Enquête sur les Forces de travail, se référant aux renseignements dans le questionnaire d'auto-évaluation Ceci inclut: l'enquête sur le terrain, les modes de la collecte des données, la non-réponse, la substitution des personnes de l'échantillon et les taux de réponse par procuration	INS: Direction Statistiques de l'Emploi, Comité de réflexion, d'autres directions concernées (par ex. Direction Centrale des Statistiques Régionales)
15:00 – 15:15	Conclusions provisoires et recommandations	Équipe Internationale
15:15 – 15:30	*Pause-café*	
15:30 – 16:30	**Relations de l'INS avec d'autres Structures Statistiques Publiques et d'autres sources** Échange d'informations sur le questionnaire de l'enquête, son contenu et son test, l'interaction (sa base des règles et la pratique) entre l'INS et d'autres sources institutionnelles du système des structures statistiques publiques par rapport à l'EFT, se référant aux renseignements dans le questionnaire d'auto-évaluation ; l'accent sera mis sur l'utilisation des données administratives, les données d'autres enquêtes et des recensements	INS: Direction Statistiques de l'Emploi, Comité de réflexion, d'autres directions concernées (par ex. Direction Projets Informatiques)
16:30 – 16:45	Conclusions provisoires et recommandations	Équipe Internationale

2ième jour, 8 décembre 2015		
09:15 – 10:15	**Traitement des données : entrée des données, validation et codage**	
	Échange d'informations sur le traitement des données (entrée des données, validation et codage): contrôles des rapports logiques et de la route correcte des réponses, le taux et la méthode d'imputation, procédure de codification, les logiciels appliqués pour l'entrée, le traitement et la codification des données, se référant aux renseignements dans le questionnaire d'auto-évaluation	INS: Direction Statistiques de l'Emploi, Comité de réflexion
10:15 – 10:30	Conclusions provisoires et recommandations	Équipe Internationale
10:30 – 10:45	*Pause-café*	
10:45 – 11:45	**Conformité aux standards européens et internationaux**	
	Échange d'informations sur la conformité aux standards européens et internationaux : les nomenclatures appliquées (CITP, CITI ou NACE, CITE etc.), définitions des variables, normes/standards (couverture, période de référence, fréquence), les implications dérivant de la conformité aux définitions, nomenclatures et standards internationaux se référant aux renseignements dans le questionnaire d'auto-évaluation	INS: Direction Statistiques de l'Emploi, d'autres directions concernées (par ex. Direction Normes, Coordination Statistique et Coopération Internationale)
11:45 – 12:00	Conclusions provisoires et recommandations	Équipe Internationale
12:00 – 13:15	*Pause de midi*	
13:15 – 14.15	**Estimation et qualité**	
	Échange d'informations sur l'estimation (les taux de non-réponse, la méthode de pondération, les logiciels appliqués, les estimations du niveau des variables et leurs écarts-type, les erreurs non-aléatoires et la qualité (actualité et exactitude), se référant aux renseignements dans le questionnaire d'auto-évaluation	INS: Direction Statistiques de l'Emploi, Comité de réflexion, d'autres directions concernées (par ex. Direction Projets Informatiques)
14:15 – 14:30	Conclusions provisoires et recommandations	Équipe Internationale
14:30 – 14:45	*Pause-café*	

2ième jour, 8 décembre 2015		
14:45 – 15:30	**Diffusion des données**	INS: Direction Statistiques de l'Emploi , Comité de réflexion, d'autres directions concernées (par ex., Direction de la Diffusion et des Relations avec les Utilisateurs)
	Échange d'informations sur la diffusion, les principes et la pratique : micro-données, bulletins, publications, calendrier de publication ; les tableaux construits, l'accès aux données, la révision des données, les métadonnées disponibles, la transmission des données aux institutions externes et la qualité (cohérence), se référant aux renseignements dans le questionnaire d'auto-évaluation	
15:30 – 15:45	Conclusions provisoires et recommandations	Équipe Internationale
15:45 – 17:45	Préparation d'un premier compte-rendu de l'examen	Équipe Internationale
	L'équipe d'examen sera en réunion restreinte (comité d'experts) afin de préparer les conclusions de ces deux premiers jours et la liste des recommandations	

3ième jour, 9 décembre 2015		
09:15 – 10:00	**Traitement des demandes des utilisateurs** Échange d'informations sur les procédures du traitement des demandes des utilisateurs, les outils pour répondre à ces demandes spécifiques des utilisateurs, le temps nécessaire de réponse, l'outil pour mesurer la satisfaction des utilisateurs par rapport aux données disponibles ; les contraintes majeures et la qualité (la pertinence), se référant aux renseignements dans le questionnaire d'auto-évaluation	INS: Direction Statistiques de l'Emploi , Comité de réflexion
10:00 – 10:15	Conclusions provisoires et recommandations	Équipe Internationale
10:15 – 10:30	*Pause-café*	
10:30 – 11:30	**Organisation du Travail de l'EFT** Échange d'informations sur l'organisation du travail dans l'unité EFT ; l'accent sera mis sur les effectifs du personnel, le type d'emploi, les moyens de recrutement, la participation aux conférences internationales, les rapports avec les instituts de recherche, se référant aux renseignements dans le questionnaire d'auto-évaluation	INS: Direction Statistiques de l'Emploi, Comité de réflexion, d'autres directions concernées (par ex. Direction Normes, Coordination Statistique et Coopération Internationale)
11:30 – 11:45	Conclusions provisoires et recommandations	Équipe Internationale
11:45 – 13:15	*Pause de midi*	
13:15 – 14.15	**Relations avec les organisations internationales** Échange d'informations sur les relations entre la Direction Statistiques de l'Emploi et les organisations internationales telles que BIT, ONU et EUROSTAT ; l'accent sera mis sur les projets, les partenariats et les programmes par rapport à l'EFT ; la participation et les contributions aux conférences internationales ; les implications provenant de ces conférences et les développements envisagés pour l'EFT, se référant aux renseignements dans le questionnaire d'auto-évaluation	INS: Direction Statistiques de l'Emploi, Comité de réflexion
14:15 – 14:30	Conclusions provisoires et recommandations	Équipe Internationale
14:30 – 14:45	*Pause-café*	
14:45 – 17:00	Préparation d'un premier compte-rendu de l'examen (suite) L'équipe d'examen sera en réunion restreinte (comité d'experts) afin de préparer les conclusions générales et la liste des recommandations finales	Équipe Internationale

4ième jour, 10 décembre 2015		
09:15 – 09:45	**Compte rendu et les actions suivantes** Présentation du cadre conceptuel de l'Enquête sur les Forces de Travail	Équipe Internationale
09:45 – 10:15	Discussion portant sur les conclusions principales et les recommandations concernant le plan d'enquête et le traitement de l'Enquête sur les Forces de Travail (le plan de sondage, l'enquête sur le terrain, le questionnaire, le traitement des données, l'estimation et les résultats)	Équipe Internationale
10:15 – 10:30	*Pause-café*	
10:30 – 11:30	Vues de la direction sur les recommandations	INS: Direction Centrale des Statistiques Démographiques et Sociales, Direction Statistiques de l'Emploi
11:30 – 11:45	Clôture de la réunion Remerciements et saluts Vœux pour la Prière du Vendredi	INS Équipe Internationale
	Mise au point : après la conclusion des travaux avec les représentants de l'INS, l'équipe des experts d'examen se réunira séparément pour la collecte de la liste des participants (par jour et sujet), la finalisation de la synthèse des résultats (conclusions et recommandations), la définition des étapes subséquentes du travail d'évaluation, notamment l'articulation, les contenus et toute procédure concernant le rapport final. Tout le matériel collecté (documents institutionnels, rapports, métadonnées, notes supplémentaires, etc.) sera ordonné en vue des tâches suivantes	
15:00 – 16:00	Réunion de synthèse avec le directeur général de l'INS	