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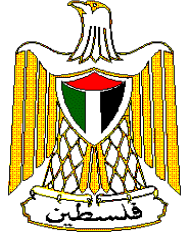
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**Palestinian National Authority  
Palestinian Central Bureau of Statistics**

**Quality Report  
Labour Force Survey 2010**

**October, 2011**

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## **Team Work**

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- **Preliminary Review**  
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- **Final Review**  
Mahmoud Jaradat
- **Overall Supervision**  
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PCBS President



## **Chapter One**

### **Introduction**

#### **1.1 Introduction**

Quality in general refers to the fulfillment degree of a group of the correlative particularities of specific requirements. Thus, the data/statistics quality refers to all fields related to the statistics extent that meet users requirements, and its reflection to their expectations regarding content, form and presentation method.

Therefore, data quality is measured through a group of dimensions (elements) and they are relevance, accuracy, timeliness and punctuality, accessibility and clarity, comparability, coherence and completeness. However; when talking about statistical system and its outputs, it is obligatory to take into consideration the dimensions and indicators of quality.

For this purpose quality management started working on preparing reports about data quality of statistical surveys conducted by Palestinian Central Bureau of Statistics (PCBS). The aim of these reports is to create a general perspective regarding the extent of applying the dimensions/elements of quality and its indicators in statistical surveys. This report is the first one that and it is related to Labour force quality survey, where it is aiming to provide users with information about the quality of this survey.

#### **1.2 Report Structure**

This report is divided into five chapters that review the quality of Labour Force Survey. The first chapter describes the concept of quality in general and the aim of data quality in addition to report structure. The second chapter discusses the most significant scientific methods adopted in the survey including survey questionnaire, sample frame, sampling design, ratio of respond and measures of sample weights. In addition, the chapter explores the applied methodology for training and hiring researchers and field trainers plus the mechanism for data processing, while the third chapter presents the dimensions and indicators of data quality and the reflection of such dimension on Labour Force Surveys. The fourth chapter contains the mechanism to compute the most important survey indicators, and defining these indicators and their importance. In the end, the fifth chapter reviews the most important results and recommendations based on the reports contents.



## Chapter Two

### Labour Force Survey Methodology

#### 2.1 Survey Questionnaire

Survey questionnaire is considered to be the main tool to collect data, and its design is based on both, the recommendations of International Labour Organization and keeping the particularities of the Palestinian society. In addition, it fulfills the technical specifications of the field work stage and the requirements for processing and analyzing data the questionnaire consists the following of four main parts:

##### 1. Identification Information:

The main purpose of this part is to define the target unit as unilaterally or single unit, where data that define household are defined individually including divisions of sampling design such as, stratum code and sector code, localities and the cell, house number on the map, household number in the cell sample and the name of the head of the household.

##### 2. Quality Control:

A set of regulations were designed in this section that will control and range field and office work through all stages the questionnaire passes, starting from collecting data through field and office editing, coding and data entry, editing after entering and finally saving process.

##### 3. Household Individuals:

This part contains a set of general questions related to household which observe part of the demographic and social features of the household. Including number of individuals, age, gender, education status, marital status, refugee status (as for Palestinians) and any other related indicators.

##### 4. Labour Section:

This part includes the primary research material where a questionnaire is filled for each family member who is ten years old and above in order to recognize their relations with the Labour market, and the most important characteristics of such relations regarding employment status, economical activity and occupation, place of work and other Labour force indicators.

#### 2.2 Frame, Sample and Coverage (Target Population)

Targeted group is composed of all individuals who are 10 years old and above and regularly residing in the Palestinian Territories.

##### 2.2.1 Sampling Frame

The sampling frame consists of a master sample that was selected from population, housing and establishment census 2007. This master sample consists of converged size geographical areas about (150 household per enumeration area) which are the enumeration areas used in the census. These units were used as Primary Sampling Units (PSUs) at the first phase of selecting the sample.

### **2.2.2 Sample Design**

A stratified cluster random systematic sample was designed and selected in two stages:

**First stage** was done by selecting a stratified random systematic sample composed of 481 enumeration areas.

**Second stage** was done by selecting a random systematic sample of households within each enumeration area, and for each period around 16 households were selected.

### **2.2.3 Stratification**

This process was achieved through the followings:

1. Stratification by Governorate.
2. Stratification by type of locality which comprises: (urban, rural and refugee camps).

### **2.2.4 Sample Size**

The sample size was about 7,770 households in the first quarter, 7,818 households in the second quarter, 7,819 households in the third quarter, and 7,772 households in the fourth quarter. Data of the year 2010 accounted four rounds all year round, and they are the rounds which carry the serial number 56-59, where the total number of households reached 31,179 household, and the number of fulfilled questionnaires was 27,514 questionnaire. Such a size is considered to be sufficient to provide estimates for the main characteristics of the Labour force at the level of the Palestinian Territories and major research fields and sub-communities in addition to observe the fundamental changes that occur to these characteristics.

The number of persons aged 10 years and over in first quarter was 29,999 (including 24,395 aged 15 years and over), while the number of persons aged 10 years and over in second quarter was 29,483 (including 24,118 aged 15 years and over), and while the number of persons aged 10 years and over in third quarter was 28,479 (including 23,260 aged 15 years and over), and finally, the number of persons aged 10 years and over in fourth quarter was 28,478 (including 32,288 aged 15 years and over), disbursed over 481 enumeration areas. It is worth mentioning that data regarding individuals aged 10-14 were collected to measure the ratio of child Labour at that age.

### **2.2.5 Sample Rotation**

Each round of the survey rounds covers all enumeration areas of the comprehensive sample of Labour Force Survey that reached 481 areas. These areas remain essentially stable over time. However, the households of half of the enumeration areas are replaced every period. Therefore, an intersection of 100% of enumeration areas and 50% of households occur between every two consequent periods (sessions) of Labour Force Survey rounds. The same amount of intersection appears between every two rounds separated by one year period.

One of the Properties of the sample rotation system that is visiting the household in two consecutive rounds and then the family come out of the sample temporarily for two more rounds and then return to the sample two rounds before the final getting out of the sample. It is worth mentioning that the household in the previous rounds (round 1 through 11) were visited in six consecutive rounds before it gets out completely of the sample, this system has been changed starting from the 12th round in order to reduce the burden on the selected household in the sample, even though it was leading to a significant amount (83.3%) of the intersection between two samples of two consecutive rounds.

## **2.3 Fieldwork Operations**

Fieldwork operations represent the most important phases of survey implementation for the collection of data required from the primary sources. Therefore, the essence of success in this phase is considered to be one of the fundamental issues that have been worked on in details. This provides all technical and administrative requirements including recruitment, training requirements and the necessary material to perform the work best.

### **2.3.1 Training and Recruitment:**

A training course is held at each round of the survey in order to provide field researchers and supervisors with the basic skills of the fieldwork and the mechanisms of performing interviews. Such a course will enable them to carry out their work easily and accurately. The purpose of this training is to inform the trainees on the literature of surveys and field research methodology which is conducted generally by addressing the basics of scientific research including survey and questionnaire designing, mechanism to hold the interviews, sample design, the use of statistical maps and the principles of the spirit of team work in the field.

In addition to clarify the specifications and peculiarities of Labour Force Survey, including key concepts and designing survey questionnaire and the mechanism access to the environment under examination and how to conduct interviews and ask questions and recording the answers of the respondents as well as to the working mechanism in the survey, including the mechanisms of communication and transportation, quality control during field operations was also discussed how to check the questionnaires in the field and office and re-interview and other examinations to control work in order to obtain accurate, high quality and reliable information.

The recruitment of field workers is based on the outcome of an evaluation test held in the end of the training and based on the results, trainees who received the highest grades are appointed supervisors while field researchers are selected amongst those who passed the test. Reserve ratio of proximately (30%) is considered at a training round to cover any shortage in the number of field workers. A training course is held for editors, data entry workers and encoders to provide them with the needed key skills so they can complete their work accurately as well as training on the encoding process for each occupation by using the International Professional Classification Manual at the third level and the encoding process of economic activity by using the Standard Commodity Classification Manual of the West Bank and Gaza Strip based on International Standard Classification of All Economic Activities (third revision).

### **2.3.2 Field work:**

The implementation phase of field work starts by selecting experienced members who have already worked for the Bureau on earlier surveys to join the team. The supplies for field work are also prepared including questionnaires, maps, sample register....etc. The branch offices are also set besides providing means of communications and transportations in addition to design appropriate follow up forms to measure the quantitative and qualitative achievements of fieldwork.

The report on Labour Force Survey 2010 has been prepared based on the data of the four periods that have been collected in 2010 and which has been integrated together, and they are: in first quarter (January-March 2010) the sample size consisted of 7,770 households, and in second quarter (April-June 2010) the sample size consisted of 7,818 households, and in third quarter



(July-September 2010) the sample size consisted of 7,819 households, finally in fourth quarter (October-December 2010) the sample size consisted of 7,772 households, the integration process was completed regardless of the repetition of households between rounds.

**Final Results of the Households  
Interviews Status, Labour Force Survey 2010**

<b>Households Interviews Status</b>	<b>Number</b>	<b>Percentage</b>
Completed Questionnaires	27,514	88.3
Traveled Household	288	0.9
No Available Unit	180	0.6
Nobody in the House	1,118	3.6
Refused to Cooperate	342	1.1
Not Inhabited Unit	1,282	4.1
No Data Available	198	0.6
Others	257	0.8
<b>Total</b>	<b>31,179</b>	<b>100.0</b>

Special forms were designed to follow up in regards to receiving and submitting of the questionnaires on various levels and to monitor researcher's daily accomplishments so as to know the number of completed questionnaires, the number of refusals, and number of non-existing and non-occupied housing unit status. As for supervision, forms were designed by supervisors to measure over see process.

The process of data collection was accompanied by various field difficulties and some determinants that must be considered while studying and analyzing the results and these cases were:

**Refusal**

Few refusal cases were founded (342 cases) mounted the ratio of 1.1% of the sample households. The refuses appeared because of the following reasons:

1. The respondents refused to answer some questions related to financial status since financial issues are considered to be sensitive issues that households avoid to discuss.
2. In some cases refuses are based on fear that financial assistance may vanish - respondents point view- and this is due to lack of knowledge of the households of the nature of Bureau work.
3. There are cases of refusal limited to households carrying Jerusalem ID for fear of losing their identity cards.

**Non-existent Cases:**

Although the sample was withdrawn based on the list of heads of the households, still there are nonexistent cases applied for some households that are referred to the following reasons:

1. Errors in collecting information from individuals included in the count.
2. Errors in numbering buildings or housing units on maps and on ground.

3. Errors in counting housing units (not occupied-under construction).
4. Typing errors while entering names of heads of households.
5. Households evacuated the housing unit because of travelling or change the location of residence and migrating.

### **2.3.3 Editing and Coding:**

The process of editing data in the field is considered to be an important phase of field work and an important factor in the success of the survey where the verification of the accuracy of the data and detecting errors made by the field workers. The editor also can verify better and ensure that all questions in the questionnaire have been answered. The purpose of the editing is to clarify and correct data errors. The process of data editing aims at correcting and eliminating of contradictory data. The more efficiently editing is done at office, the less effort will be required to process the mechanism to achieve coherence and omitting contradiction. It also reduces the chances of turning back to the same questionnaires again for this goal.

Encoding is a term that refers to specific data, each of indicators group refers to homogenous data. When using encoding process during questionnaire design, it is usually applied through using closed questions and giving numbers for answers categories related to each closed question, and also an encoding process for open questions answers' will be proceeded as a preparation for processing and analyzing them. Economical activities encoded according to unified goods classification for West Bank and Gaza strip in accordance to international industrial classification for all economical activities (the third revision), industrial activity classification is done to all employed and unemployed who previously worked on for the fourth decimal level, which means four decimals, professions also encoded in accordance to international classification for the year 1988, professions is encoded on third decimal (that is three decimal order).

## **2.4 Data processing**

Data processing phase included a range of activities and processes that have been applied on the questionnaires to be prepare for the analysis phase and this phase included the following operations:

### **1. Editing before data entry:**

All questionnaires at this stage were re-edited using the same instructions that were applied in the field checking to make sure the data logicality and the incomplete were returned to the field.

### **2. Data Entry:**

In this stage, data was entered into the computer, using a data entry application designed in Access package. The data entry program was prepared in order to satisfy the following requirements:

- Prevention of any duplication of the questionnaire on the computer screen.
- Application of logical and consistency checks of data entered.
- Possibility for internal editing of questionnaire answers.
- Maintaining a minimum number of errors in data entry of numerical values and/or errors from fieldwork.

- User-friendly interface in data entry program and in the handling of questionnaires.
- The possibility of converting data to another version can be used and analyzed through statistical analytical systems such as SAS, SPSS.
- The possibility of extract tables which summarize the status of the Labour Force, and its characteristics' and the various statistical indicators.
- Easy to view data for different sections of the questionnaire and controlling the preview of certain sections and provides the possibility of view all sections.

## Chapter Three

### Dimensions and indicators of the Labour Force Survey data quality

#### 3.1 Relevance

This component relates to the extent to which statistics meet current and potential users' needs, and it is measured by the following indicators:

<b>Indicator</b>	<b>Application</b>
<b>The main objective of the survey</b>	Estimating the size of the Labour force and its proportion to the population, estimating the number of workers in the Labour force, analyzing of the Labour force and categorize it by gender, employment status, educational level, profession and social and economic activity to provide the fundamental changes that may occur on the structure of the Labour force and its social and economic characteristics, to estimate numbers of unemployed and analyzing their general characteristics and estimate working hours rate and wages of employees and to analyze other features.
<b>What is measured</b>	Measure the investment of human resources of society in the process of economic production.
<b>Frequency</b>	<ul style="list-style-type: none"> <li>• PCBS is executing a household survey for Labour force that includes a series of statistical survey by sample for Labour force since the second half of the year 1995. Up to the year 2010 the Bureau executed ninety five rounds of Labour Force Surveys which were executed on a quarterly basis except for the first and second periods which were done on the basis of a semi-annual.</li> <li>• In the year 2010 four rounds of Labour Force Surveys were executed and they were: round of first quarter 2010 (January-Mar. 2010), round of second quarter 2010 (April-June 2010), round of third quarter 2010 (July-Sept. 2010), round of fourth quarter 2010 (Oct.-Dec. 2010).</li> </ul>
<b>Sample size</b>	Sample size was 7,770, 7,818, 7,819 and 7,772 for the first, second, third and fourth round respectively.
<b>Sample frame</b>	The sample frame consists of a comprehensive sample which was selected from the population, housing and facilities census of the year 2007, this comprehensive sample is formed of closed size geographic areas (number of households), which is the enumeration areas used in the census these units have been used as Primary Sampling Units (PSUs) at the first stage of the process of selecting the sample.

<b>Indicator</b>	<b>Application</b>
<b>Sample design</b>	A stratified systematic random cluster sample was design that and selected in two stages: The first stage was to choose a stratified random sample consisted of 481 regular enumeration areas. The second stage was to choose a regular random sample of households within each selected enumeration areas, in each round an average of 16 households were selected for one-enumeration areas.
<b>Estimation</b>	The estimate of the population depends on the 2007 census of population, housing and facilities.
<b>Outliers</b>	A maximum wage is set and thus neglecting irregular values that are higher than this limit. The Labour Force Survey referred to the wages more than 800 shekels per day as an outliers
<b>Weighting</b>	Weightings are calculated for families depending on the type of localities of the population (urban, rural and refugee camps) and by governorates, while the weights are calculated for individuals by age, gender and region (West Bank, Gaza, Palestinian Territories)

#### **Use and users:**

The PCBS is implementing a Labour force household survey program, that includes a series of statistical sample of the Palestinian Labour force in order to explore the reality of the Palestinian Labour market and provide sufficient data necessary for policy development and raising the level of employment in the governorates of the West Bank and Gaza Strip, therefore; the Bureau implemented Fifty-nine cycles of Labour Force Surveys until December of 2010.

The way this survey was conducting aims to provide an opportunity for researchers, scholars and decision makers to understand Labour market and the changes that may occur in different seasons of the year, in addition to monitoring changes in the replica of the past successive seasons. The report of Labour Force Survey contains a number of different indicators of a full-year level in order to allow a comparison of different years with each other and thus build a time series of data on the factors affecting the Palestinian Labour market. Collection of such data provides an opportunity to assess the general framework of policies that aim to develop the level of employment. Data collected on the Labour market can be useful for general information as well as academic research.

#### **Strengths and limitations:**

One of the most important strength points of the Labour Force Survey is that it covers the employment of children and adults altogether by asking work related questions to the age groups of 10 years and older. The survey sample is considered to be of the largest samples of household surveys and therefore can disseminate indicators on the detailed geographic levels such as type of localities and governorates in addition to a 50% rate of rotation. Consequently; comparison of changes occurred on members of households during two consecutive quarters can be achieved. In addition, sample error is considered to be very low since survey is implemented on a single-phase per quarter a year. The survey covers a large number of variables related to employment

and unemployment and their characteristics and the possibility to relate many of these variables to other nominal variables. For example, relating the variables of employment and unemployment with age groups, education achievements and other characteristics.

Among the most prominent limitations of the Labour Force Survey that is a proxy survey, thus; affecting accuracy of the answer, especially in the rate of working hours and wages in addition to some hesitant respondents who avoid answering questions related to tax and accounting since they deal with financial matters sensitively. Moreover, the Israeli measures at the entrances of cities and long-term closure of Gaza Strip are considered to be limitations of the survey.

### **Key definitions:**

One of the most important definitions and terms contained in the Labour Force Survey are: employed, unemployed and those who work in impermanent or partially. The Labour Force Survey uses definitions of the International Labour Organization, in the mean time it uses some national definitions (Palestinian particularity), but without prejudice to the international standards where they are not interpreted and applied the same way in other countries.

### **3.2 Accuracy**

The data accuracy reflects closeness of computations or estimates to the exact or true values that the statistics were intended to measure, and it is measured using several indicators. This includes checking the accuracy data in multiple aspects of the survey, mainly statistical errors due to the use of a sample, as well as non-statistical errors due to staff work and survey tools, in addition to response rates in the survey and the most important effects on the estimates.

#### **First: Statistical Errors**

Data of this survey is affected by statistical errors resulted on using a sample and not on a complete enumeration of study population. Therefore; the emergence of differences from the real values we expect to obtain through censuses, is certain. The variance of the most important indicators in the survey was calculated. There is no problem in publishing the estimates mentioned in the Labour Force Survey report at the levels of governorates of the West Bank and Gaza Strip.

#### **Second: Non-Statistical Errors**

Non-statistical errors are possible to occur through all stages of the project: data collection, and data entry, which all can be categorized as non-response errors, response errors (respondent), interviewing errors (researcher) and data-entry errors. To avoid errors and reduce its affect, great efforts has been made through training of researchers intensively, and training them on how to conduct interviews and what should be and what should not be followed during an interview and how to conduct a previous to experiment. Some practical and theoretical exercises were done during the training course.

One of the most important problems field researchers faced was that, in some cases, researcher couldn't figure out the ages of some respondents especially elderly ones who depend on events the community passed through in estimating their ages in absence of documents stating the exact date of birth. Also responses to some variables such as the number of working days of the previous month and the amount of daily or weekly or monthly salary payments in some cases were inaccurate, which may be due to two main reasons and they are:

1. The fact that financial issues are considered to be sensitive matters that involve a certain degree of uncertainty in all statistical surveys.
2. Due to the nature of the study -acting on behalf study- where the actor is answering all questions regarding to the household individuals under examination, which, logically, involves the lack of accuracy of some of the details of the Labour work mainly working hours, working days and of work and the daily wage.

### **Third: Response and non response rates**

The process of the survey was accompanied with errors of lack of responding due to the absence of household or the lack of household cooperation in giving the data. The overall rate of non-response has reached a total of 11.8%. This ratio is relatively low when compared to surveys of Labour work conducted in other countries verses 88.2% overall response rate. In th at manner, the total percentage of refusals about 1.1% percent only. While the ratio of over-coverage errors total about 4.7%. On the other hand, it was difficult to determine the amount of bias caused by this ratio.

### **3.3 Timeliness and Punctuality**

Timeliness relates to length of time between data availability and the event or phenomenon they describe, while punctuality relates to the time lag between the release date of data and the target date when it should have been delivered. The challenge facing the statistical Bureaus is improvement the timeliness so that information is disseminated in a timely manner while maintaining high accuracy, and it is measured using the following indicators:

<b>Indicator</b>	<b>Application</b>
<b>The reference-time reflected by data</b>	Data reflect the time period between January- December of 2010
<b>The lapse of time between publication and the period to which the date refer</b>	<ul style="list-style-type: none"> <li>• Approximately 50 days is the period between the completions of data collection for the full quarter until published a press release. It was through the year 2010 that data for Labour work survey was collected for four cycles likewise publishing of four press releases are as follows:</li> <li>• The first quarter of 2010 round, where collecting survey data was completed on 1\4\2010 followed a press release published on 18\5\2010.</li> <li>• The second quarter of 2010 round, where collecting survey data was completed on 1\7\2010 press release was published on 17\8\2010.</li> <li>• The third quarter of 2010 round, where collecting survey data was completed on 3\10\2010 press release was published on 28\11\2010.</li> <li>• The fourth quarter of 2010 round, where collecting survey data was completed on 31\12\2010 press release was published on 22\2\2011.</li> </ul>

Indicator	Application
<b>The time lag between the actual and planned dates of publication</b>	Date of the planned publishing date is the same as the actual scheduled publishing date in the statistical calendar where the statistical results of the Labour Force Survey for 2010 published in the 20\4\2011.

### 4.3 Accessibility and clarity

The accessibility relates to the ease and conditions under which statistical information can be obtained, so they are easy to use and convenient in form and content, while clarity relates to the data's information environment whether data are accompanied with appropriate metadata, illustrations such as graphs and maps, whether information on their quality also available, as well as providing information about the quality of these data. It is measured using several indicators.

The general policy of the PCBS focuses on building a national statistical system to accessible to the various categories of data users through the publication of statistical data by traditional means such as publications and statistical reports and other means. As will as modern means by using modern techniques of electronic publishing, such as Internet and CD-ROMs and other modern means. Since data user represents an important element in the statistical process, use of statistical data must be made accessible to users in the best, easiest and fastest methods and to be of high quality and credibility, and available in a timely manner without any delay according to time tables of publishing announced in advance. Dialogue and communication with data users through workshops, conferences and other important means implemented by the Bureau periodically in order to constantly develop the publishing process.

The methodology development process of the applied means currently used in addition to developing of a communication strategy with the public, are considered to be a priority of the Bureau. Bureau also is focusing on enhancing statistical awareness among regular staff and in advancing the relationship with academics and research centers. Reports and publications are published in several ways, including:

#### 1. Traditional publishing:

The Bureau is publishing the statistical data that was collected by implementing field surveys or by administrative records and by census through the following means:

Statistical reports, brochures, wall panels, pocket brochures, executive summaries, reports, press releases, bulletins via fax.

The matter that the displayed data is simple and easy is a matter of consideration at the Bureau. Moreover, modern technology, such as graphics and colors, should be applied on the data so that the reader can understand and benefit from it. The policy of the Bureau is tending towards the reduction of the volume of published data by replacing it with small paragraphs for statistical analysis. The Bureau published several books and annual reports that became published periodically each year, including the annual report of the Labour Force Survey.

The access to report and the results to Labour Force Survey can be obtained by various means, including visiting the Bureau (Palestinian Central Bureau of Statistics, Ramallah - Ein Monjed - near Ramallah Cultural Palace), and obtaining reports and annual books at very low prices, or



visit the Bureau library which contains all the Labour work survey versions as well as a set of other statistical reports and a valuable collection of world statistical references nationwide. The Bureau organizes several exhibitions annually in all regions nationwide, including universities, colleges, and participates in exhibitions outside the country the Bureau provides a discount of about 40% of the value of all publications, so that everyone could see the publications and benefited of them.

## **2. Electronic publishing via the Internet:**

It is considered to be the best and the first in publishing, because the current tendency in publishing is to provide an equal space and chance for all users of public official statistics equally and fast, without being biased to any one and that on specific levels, consequently the internet became the appropriate tool for such process. It also characterized by the particularity of being very effective, which is wide spread and less cost of use and the ability of huge amount of details based on that the Bureau established its own web site on the internet ([www.pcbs.gov.ps](http://www.pcbs.gov.ps)) in 1996. Through which official statistics are published as the main and independent source for such statistics. Materials and data are updated periodically retiming statistics from the internet become significant and important form of the policy and process of publishing in the Bureau, and this obvious from the huge number of visitors visiting the web site of the Bureau, where the survey of users satisfaction for the year 2010 shows that 66.1% prefer to obtain the data through the website.

It is worth mentioning that the Bureau provides all publications that were issued about Labour force since 1996, up to now. So that the users of the web view reports about Labour force and print it or save a copy of it, as a result, the Labour Force Survey of 2010 was added to the web page on 20 April 2011 thus; allowing users and beneficiaries to view the survey report.

## **3. Electronic publishing through CDs**

The Bureau uploads all the publications, reports and results of Labour Force Survey on CDs, so that publications, reports and results of Labour Force Survey reviewed in easy and quick way, in a way that allows easy explore and review in attractive, easy, and flexible manner, and the Bureau sends copies of these publications to various parties inside and outside country.

## **4. Users services**

The Bureau purpose from its starting date in 1993 is to execute an official comprehensive statistical plan that services the all Palestinian sectors and the non-Palestinian sector. The Bureau established a special department to respond to the beneficiary needs called users services department for the purpose of providing the data to all users' levels, through providing beneficiaries, government institutions, Politian and other users with a clear picture about Palestinian society. This department receives daily requests to Labour Force Survey in addition to other requested surveys through e- mail ([diwan@pcbs.gov.ps](mailto:diwan@pcbs.gov.ps)) or fax no. (00970-2-298710) or tel. (00970-2-2982700) and the Bureau responded through fax or e-mail. in addition to the possibility of getting the requested surveys by hand , through coming to customer services and apply for getting statistical data by filling a special form in which a specify details should be stated this department is in a and daily contact with other technical and administration departments in the Bureau to provide the needed data. Users survey results for the year 2010 shows that 12% prefer getting data through the email, and 10.7% prefer getting the data through visiting users services department, and 3.4% prefer getting the data through tel. or fax.

## **5. Communication with Media and beneficiaries**

PCBS depends on local and international audio visual and written media means in publishing and deploying statistical data through different methods:

1. Coverage of the Bureau news and activities step by step.
2. Publishing of reports and data releases when issuing or publishing any statistical publicities.
3. Organizing journalistic conferences when announcing execution of any statistical subject.
4. Holding interviews with radio, TVs and written with the senior management in the Bureau.

PCBS keeps on the contact with media, media men and data users on all levels and types, the Bureau holds a monthly workshops, meetings, or periodical for the purpose of discussing and training on how to deal with statistical subjects. The Bureau was able to hold various meetings about Labour market, unemployment, high living, education and other subjects. Users survey results for the year 2010 shows that 5.4% prefer getting data through press releases, and 2.5% prefer getting data through workshops, and the Labour Force Survey press release was published in 2010 on 20 April 2011, by which media users, ministries, decision makers and other preview the most important results the survey reach in 2010.

## **6. Statistical data base:**

Statistical data base is the conclusion of the statistical process as it represents the final and comprehensive accumulated data of the Bureau and forms the thorough heritage and the living memory of the institution. It provides tributary source of the basic information to states and governments and researchers due to the covered vital and important data and information it contains that document the past situation and reflect the present and the future in all aspects of life, and constitute the main pillar of the reform plans, development and policy making.

The PCBS has huge amount of data in various topics of population, social, economic and geographic which occur periodically, so deliberately the Bureau started the establishment of geographic database of the Palestinian Territories in all aspects, social, economic and geographic and linked it geographically at various levels (the Palestinian Territories, governorates, localities, enumeration areas, buildings ... etc).

The objective of the establishment of this base is the compilation of the available data in the Bureau in an orderly fashion and according to scientific bases in a manner where it could be easier to manage and benefit from, in order to provide it in a form of time series for users, and linking these data with their geographic location where it can be used easily and effectively for analysis, comparison and planning. The first experience of the Bureau in publishing statistical data using maps was through the preparation of a Palestinian Statistical Atlas in 2004, where maps of statistical indicators were published covering several indicators of different subjects social, economic, and natural as well as tourist and historical maps. The Bureau worked on establishing electronic statistical atlas in 2006 so that it gives users a new and advanced tool in the preparation of their own statistical maps according to their needs, by using the Internet website: (<http://atlas.pcbs.gov.ps/Default.asp>).

## **7. Qualified data**

At the end of August 2005 PCBS has produced and market qualified data for public use (public Use File-PUF) after data security treatment. A group of special qualified data related to the Labour Force Survey was published and provided for public use, qualified data file related to Labour Force Survey was published and provided to the public use, and the qualified file related to Labour Force Survey 2010 consists of, Survey questionnaire, qualified data for the year 2010, in addition to qualified data for each round separately (the cycle of the first quarter, the second quarter, the third quarter and the fourth quarter), and all of which are in English and Arabic. So, PCBS tackle administrative and technical procedures to provide the qualified data for public use for the purpose of facilitating and guarantee the ability of the user to use data in an easy and simple way, among the most important procedures are:

1. Studying the survey in details and specify the indicators and necessary variances in the qualified data, so that the availability of the main indicators of the survey is guarantee, qualified data file consist of the most important Labour force indicators (full employment, underemployment and unemployment), working hours working days and others.
2. Studying the possibility of publishing on the lowest level through weight study, and guarantee that the sample allow publishing on specified levels, that was done through data file study by standards and methodology directorate, general directorate for census and Labour statistical directorate in PCBS a report about that was previewed that guarantee individuals secrecy in accordance of general statistical law for the year 2000. In addition, that was adopted on the high administrative and technical levels, individuals introducing data was excluded from qualified data for Labour Force Survey in 2010 for secrecy purposes.
3. Processing the eligibility of data file in accordance with the previous conditions, and examine the experience of the files after the treatment and qualifying, and extract the data and verify the results consistence and matches the figures of the statistical publications, and through editing and examining data qualifying and the Labour Force Survey published results shows the re-extracted suitable to the results published in the survey report.
4. Preparing the evidence uses and data dictionary, data kind, reference date, and keys that connect the files for the purpose of facilitating the task of data enquiry to guarantee the ability to use it easily and smoothly, in this year data dictionary to clear the Labour force has been dispensed, so that the data dictionary was reflected on the data files through defining the variances' completely and clearly that reduces the burden on qualified data users.
5. Adopting data files and uses evidence from the relevant functional departments and senior managers to ensure scientific interest for those who requested the data.
6. Working on preparing brochures and summaries about targeted data, also general messages was prepared for announcement about available data for the public use through direct messages to research centers, ministries, international institutions, universities and advertising in newspapers, PCBS published a note on its web site about the availability of qualified data for Labour Force Survey 2010, since 02/06/2011.
7. Preparing terms of references and agreement forms to be referred and signed by PCBS and those party requiring the data.
8. Assign a communication reference in the Bureau to coordinate with acquiring the qualified data represented by publicity and documentation directorate. Senior reference

represented by the Bureau president was assigned to adopt data files and to sign on contracts and terms of uses.

## **8. Metadata**

Metadata is a descriptive data about statistical figures and methodologies of collecting such data, it provided the user with information to be able to evaluate the statistical data, and specify its strength and weaknesses and know its field and resources. Providing metadata is good and important to facilitate the shift from production based on supply to production based on demand, and to achieve such a purpose standards and regulations were designed to prepare metadata that describes the used procedures to assess the users evaluating the data.

Metadata considered to be one of the important products that PCBS provide to serve the researchers, which is not less of importance than digital data, and the digital data cannot be explained and clarify the process of collecting and treatment without metadata. Thus, metadata considered being data about data, that explains digital data and guided on the implications through the texts not the numbers, thus its existence is very important for the digital numbers.

PCBS adopted specific standards in preparing and publishing metadata that enables researcher to rely on it in his/her study and comparing it with international standards. and a commitment to implement the Palestinian national strategy for surveys (2009-2013), which states expressly providing the statistical data with high quality and ease in accordance with accurate and reliable standards and in the proper time (the second strategic purpose: publishing the statistics and increase its uses), PCBS has published the metadata on its web page, responding to researchers and beneficiaries' needs and implementing one of the strategy terms. In addition, an international standards was adopted (Data Document Initiative-DDI) for metadata preparing using the program "Accelerated Data Program-ADP" for preparing and publishing metadata on the web.

The published descriptive database consists of a large group of surveys PCBS collect and publish its data for several years. Useful information about these surveys were published, and the total data consist of: the process of data collection and treatment, the process and methodology of sample withdraw, errors and problems treatment definitions and terms used, statistical and geographical covering, sample design, work plan and other documented information. In addition to that data base provides copies of survey tools and documents such as form and issued results.

So, the project manager is responsible for preparing metadata that is eligible for public use, working on preparing metadata is started after the completion of technical committee works, completing the project, publishing the statistical report and qualifying and documenting the report. Metadata consists of explanations, clarifications for the data eligible for public use, which consist of data dictionary, and it's published with the data eligible for public use, and it will be in both languages, Arabic and English.

The most important procedures the project manager should do to construct an accurate, precise and high quality metadata are as follow:

- Project manager should apply the eligible file/files prepared on SPSS program on ADP program.
- He/she also should complete metadata entry from Word file to ADP program.

- Working on ADP should be in both languages (Arabic and English).
- Delivery of the final files ADP (XML, RDF) to the web page department in publishing and documentation directorate.
- Web- page department will publish the metadata on ADP database on the internet.

Among the examples about metadata survey publishing, publishing of the metadata for Labour Force Survey, so, it is possible for any user of the website ([http://www.pcbs.gov.ps/pcbs\\_adp\\_Arabic/](http://www.pcbs.gov.ps/pcbs_adp_Arabic/)) to review metadata of all surveys including Labour Force Survey, and when returning to the web, only the availability of metadata for Labour Force Survey for the year 2008 was found.

Labour Force Survey information and metadata has been published in 2008, that consist of: general information (general vision) about survey in the sense of identifying survey, reference date, the purpose of survey, sources of survey and the donator and also included the mythology and procedure of sample choosing, responding rate, definitions and terms used, collecting and treating the data, treatment of errors and problems, geographical survey coverage, form design, research plan and data dictionary. In addition to that data base provide copies of tools and survey documents such as form, published results survey (annual and quarterly), med year vocational guide book ISCO and guide book statistical terms used in PCBS, and to reach to the largest possible layer of users, PCBS publish the metadata survey in both languages Arabic and English, and metadata saved electronically on office files, database and PDF in the general administration of computer information system.

PCBS presents the printed issues (which published continually) and provide CD's for the purpose of wide spreading statistical data, a database related local, Arab and international institutions has been developed, and so the PCBS surveys products will be distributed on the above mentioned institutions, and the list of institutions to get the presents as follow:

Ministries, government institutions (civil and military), research centers, universities, libraries, media and journalism institutions, chambers of commerce, consulates to Palestine, foreign representatives to Palestinian Territories, political movements, unions ,Palestinian embassies in the world, Arab and foreign statistical Bureau, governments and other donation institutions that donate statistical projects, researchers inside and outside our country and conferences that PCBS participate in.

### **3.5 Comparability**

This dimension refers to the extent to which differences between statistics can be attributed to differences between the true values of the statistical characteristics, and it is measured using several indicators.

Labour Force Annual report 2010 consists of the most important survey results, in addition to some Labour force indicators for the years 1995-2009 to be able to make comparisons procedures (time series). The results in this report appear as texts, tables and charts to suit the user's level whether they are researchers, students, decision makers or others. The most important indicators the report deals with are Labour force components' for males and females in the West Bank and Gaza divided according to age, years of study and geographical distribution (regions, governorates, population gathering and work place) to be able to make comparison. The report

also deals with the workers features completely, and limited in the field of economical activities, career and practical status, the unemployed and their features, and individuals out of the Labour force and their most important features. Thus, it is clear that comparison between data in a time reference is going smoothly for Labour Force Survey indicators, and among the survey indicators geographical distribution for society study.

On the other hand, comparison will not occur between survey data and similar data from different surveys, due to the lack of same data in other surveys. Survey indicators cannot be compared in accordance with different partials in the society study, but the Labour force indicator's comparison should be in accordance with the all study society.

### **3.6 Coherence**

Respect to this dimension of the extent to adequacy of statistics to be combined in different ways and for various uses, and the presence of comparable methodologies and lead to similar results in terms of measurements in different corners of the statistical system including the primary and secondary data sources, and it is measured using several indicators.

An accurate sample frame is used and updated continually for all surveys, so as the work will be on the new frame that is updated by sampling and frame department according to the Labour Force Survey procedures, the number of households will be increased into 4, the last sample frame update was in 2007.

In addition to that, the procedures and concepts of Labour Force Survey are set in accordance with concepts , regulations , classifications and international standards taking into consideration some of the (Palestinian Privacy) , without breaking the international standards.

Labour Force Survey indicators will not be compared with the same indicators of the administrative records data, due to the lack of administrative records related to work, Labour force and unemployed. in addition to the lack of comparability of Labour Force Survey indicators with the census data, due to the need of researchers visit to household to get some information which is difficult to get in the time of enumeration, there are also indicators in Labour Force Survey ,the researcher need to visit the household more than once to fulfill the data, and this cannot happen in the census in one day or more, and it is difficult to collect data about Labour force in light of the large amount of questions that will be queried in the census .

### **3.7 Completeness**

This dimension focuses on the extent to which all statistics that are needed are available, and the completeness of the statistics in terms of coverage of indicators and geographical coverage, time coverage, and coverage in terms of target groups and other related matters, this dimension is measured using the following indicators:

<b>Indicator</b>	<b>Application</b>
<b>Extract the highest number of indicators that covers the survey subject</b>	Labour Force Survey report tackles the most important statistical indicators about Labour force in Palestinian Territories, and its most prominent features its three components (full employment, underemployment and unemployment) in term of number, geographical distribution and demographical structure, as well as studying its relation of variant distribution. Labour Force Survey report will also tackle the individuals outside the Labour force and shows their most important features.
<b>Covering all geographical regions in the study sample</b>	It covers all geographical areas in the study sample; a stratified, cluster and random sample were chosen systematically from enumeration area used in population, housings and establishments census in 2007. The geographical areas were divided into variant levels: the level of Palestinian Territories, the level of West Bank and Gaza Governorates in addition to several geographical divisions: districts, type of locality, region and working area.

## **Chapter Four**

### **The most important indications in the process of Labour Force Survey**

PCBS keeps on executing Palestinian Labour Force Survey, since 1995 up to now which includes a series of statistical sample survey, to know the status of Palestinian Labour market through providing sufficient and necessary data for developing and lifting the employment level in Palestinian Territories'. Executing such surveys aims to create necessary database for students, researchers and decision makers to know the Palestinian Labour market and the varieties that occur during a year that enable comparability between similar courses in the following years.

Thus, Labour Force Survey provides various indicators related to Palestinian Labour forces, such as Labour force (complete employment, underemployment and unemployment), wages, worked hours, worked days and others. Below is a table that shows the most important indicators and its definition and the process of its counting and importance:



<b>Indicator</b>	<b>Definition</b>	<b>Counting process</b>	<b>importance</b>
<b>Labour force Participation</b>	This group consists of all individuals (aged 15 years and above) including the concepts of employment or unemployment.	It's calculated by dividing the number of individuals in the Labour force (employed + unemployed) on the total number of individuals aged (15 and above) example, if the of individuals at age of work (2,228,000) and the number of employed (718,000) and the number of unemployed (233,000) the percentage will be = $(233,000+718,000)/2,288,000 = 41.6\%$ .	This indicator shows the economical activists who can work and produce
<b>Full employment</b>	This group consists all of those applied to the concept of employment of normal number of hours in this job, all individuals in the age of work (man power)and work the normal number for such career , that includes ; Employers ,paid employed ,self employed, and work in this job 35 hours and above in usual week.	It is calculated by dividing the total number of Labours, either waged or un waged normal number of working hours on the number of individuals the Labour force included ( employed and unemployed ) . for example if the number of full employed is 661,000 Labour , and according to information in the previous chapter , the percentage of full employment is = $(233,000+718,000)/661,000 = 69.5\%$	Knowledge of the number of employees working for normal hours despite the employment status.
<b>Underemployment</b>	This group consists of all individuals applicable to the concept of employment, and their working hours less than normal for any reason, and have the desire to increase their working hour to normal level (35 hour weekly and above) and they are trying this number in any way, such as looking for additional work or trying to establish a private work, or private firm.	It is calculated by dividing the number of underemployment employees on the individuals within the Labour force( employed and unemployed) .the number of employees within underemployment (57,000) Labour the underemployment percentage = $(233,000+718,000)/57,000 = 5.9\%$	Knowledge of the number of the underemployment employees then increasing their working hours or find another job for them.

<b>Indicator</b>	<b>Definition</b>	<b>Counting process</b>	<b>importance</b>
<b>Unemployment According to ILO Standards</b>	It refers to all persons who did not work at all in a certain work during the reference period although they are able and available to work , and actively seeking work during the reference period . Such as looking for work by reading local newspapers, register in Labour offices, asking friends and relatives or any other way.	It is calculated by dividing the unemployed on persons in Labour force ( employed and unemployed), according to the numbers in the following example , the unemployment percentage is = $(233,000+718,000)/233,000=24.5\%$	Knowledge of the unemployed and able and ready for work, this indicator enables us to know the number of working opportunity needed and plan to provide it.
<b>Unemployment (According to the Relaxed Definition)</b>	The number of the unemployed persons was calculated under the relaxed definition by adding those persons outside Labour force because they were discouraged of seeking work, to unemployed persons according to the ILO standards.	It is calculated by dividing the number of unemployed in addition to discouraged to persons within Labour force (employed and unemployed). if the number of the frustrated was 53,300 person and the number of unemployed and employed as in the example above the unemployment according to the relaxed definition is = $(233,000+718,000)/(53,300+233,000) = 30.1\%$	Know the number of unemployed and those who discouraged of seeking for job.
<b>Employed According to Economic Activity</b>	This indicator included the number of employed according to the type of work their company is working in according to international classification for the economical activities, participating in the highest added value in case of different activities inside the institution. In case of sales man his activity shows the kind of work or the kind of goods (or both) they deal with.	It is calculated by dividing the number of Labours in all economic activities on the total employed number. for example if the number of the employed in the agriculture and fishing sectors (76,800) and the total number of the all Labours as in the above example , the percentage of employed in agriculture sector is= $718,000/76,800=10.7\%$ , thus the percentage of other economical sectors is the all percentages of Labours in economical activities .	This indicator helps to know the distribution of employed according to economic activities and which of activities occupy the biggest percentage among the employed.

<b>Indicator</b>	<b>Definition</b>	<b>Counting process</b>	<b>importance</b>
<b>Employed according to occupation</b>	This indicator consist of employed distribution according to the type of craft or kind of work the individual or Labour practice, or that the Labour practice previously if he/she is unemployed, despite the type of the institution, and despite the kind study and training the Labour has got, the craft should be written down in details, for example it is not enough to write "Labour "but the kind of work should be clarified "bricks Labour".	It is calculated by dividing the employed in each occupation according to the classification on the total employed number. For example if the number of the employed in the basic crafts is (118,500 Labour) and the total number as it is in the previous exam, the employed percentage in the basic crafts = $718,000/118,500=16.5\%$ . And in the same way the percentage of Labours in other crafts is calculated = 100%.	This indicator helps to know the employed distribution according to occupation and in which craft they are concentrated.
<b>Wage average</b>	It is the net cash wages paid to wage employees. And the wages here is that paid to workers as wages employees only.	It is calculated by dividing the total daily wages paid to the wage employees, on the total number of wage employees workers.	This indicator helps to know the wages rate paid to wage employees workers, to know if these wages are suitable and efficient for the work they do.

## Chapter Five

### Results and Recommendations

#### 5.1 Results

PCBS is executing a number of studies and workshops papers related to quality subject. The quality report for Labour Force Survey is one of these studies that reflect the extent of obligations and indications of quality fields. The report aims to create a public image about the applicable dimensions/elements of quality and its indications in Labour Force Survey, to provide users and decision maker with information about the quality of this survey.

This report reviews work methodology of Labour Force Survey, that was reviewed in the survey annual report in a simple and easy way, which helps the users, and beneficiaries to understand what is survey, sample frame, sample and the process of designing the sample and the average response, reckoning, field work and the important field problem , it also reviews training and hiring methodology of the researchers and field supervisors , in addition to the treatment process of data in a way that helps to recognize the nature of survey. The study shows, the dimensional extent and the results of the survey that responded to the current probable future needs of the users, and this represents the first dimension of quality dimensions (the relation with reality) clearly, and through studying the indications related to this dimension which is defining the basic aim for survey, defining the starting date and duration, sample size and design, sample frame, reckoning and the most important terms and definitions and others. Which shows the extent of importance PCBS is given, to respond to the users' needs which are considered to be the most important mission of PCBS and the most important aim of quality.

It shows also the extent of accounts and estimations when comparing with existing and real values that the surveys meant to measure and this represents the second dimension of quality dimensions (accuracy), so after counting the contrast for the most important indicators it is clear that there was no existing estimation problems and the estimations were very near to the existing values. It is notable that not responding to Labour Force Survey is considered to be very little if it is compared with Labour Force Survey in other countries.

Publishing data in a proper time with high quality and accuracy considered to be the most important challenges that face the Statistical Bureaus, so it is notable that after reviewing the report the separating time between reference date for data and the date of publishing which is average 50 days and that represents the third dimension of quality (timeliness), this period is enough to make data entry, cleaning and getting results, and preparing the report for publishing as a press release, it is notable the suitability of data issuing date and the date planed according to PCBS's calendar (punctuality), according to that , the Labour Force Survey obliged to time, and regularity in publishing data and providing it to the users.

Since the data user represents an important element in the statistical process, he/she should use the statistical data in an easy and quick way, and the form and content suitability, and this represents the fourth dimension of quality (accessibility). The data should be with high quality and reliability, and be available in the proper time without delay, according to publishing time schedule which was issued in the past. Therefore, after reviewing the Labour Force Survey, it is

clear that the results were published on the PCBS web site and a press release about the survey most important results, in addition to preparing the data for public use, according what is planned from the beginning of the survey, while the survey descriptive data hasn't been published yet. While the Labour force annual report consists of explanations, such as, bar charts, maps and results tables either for all Palestinian lands, or according to the region , and geographical distribution in addition to available information about the quality of this data, and this represents clarity.

Annual report for Labour Force Survey, 2010 consists of the most important survey results, in addition to some Labour Force indicators for the years 1995-2009 to empower us making comparability. Thus, and to achieve the quality fifth dimension (comparability), the comparison between data as a time series indicator for Labour Force Survey, and survey indicator according to geographical distribution of study society. On the other hand, there will be no comparability between survey data and similar data from other surveys. There will be no survey indicator Comparability based on various parts of society study, but the survey indicator of Labour force should base on the all society.

The sixth quality dimension related to the suitability extent of society surveys with different methodologies and for different purposes among them; coherence, and the availability of methodologies suitable for comparison and lead to similar results in the sense of measuring different pillars of statistical system including the preliminary and secondary resources. The Labour Force Survey consists of concise sample frame; working will be according to the new framing that usually updated by sampling and frame department. In addition to that the procedures and concept of Labour Force Survey sit in accordance with the concepts, regulations, classifications and international standards, putting into consideration (Palestinian Privacy) without affecting the international standards, but the Labour Force Survey indicators will not be compared with administrative records data, due to the absence of administrative records related to works, Labour force and the number of unemployed. Survey indicators of Labour force will not be compared with census data, the reason is, there is some information should be taken from researched which is difficult to get during the census, in addition to that, there are some indicators related Labour Force Survey the researcher need to make a house visit more than once to fulfill the data and this what happens in the census. So a weakness appears in the obligation related to coherence element. In addition, this weakness related to the survey nature which is difficult to compare with census data or any other survey.

Returning to Labour Force Survey report, shows the availability of all required census, and this is the seventh quality dimension (completeness), the Labour Force Survey report tackles the most important statistical indicators about Labour force in Palestinian Territories and its three distinctive components' (full employment, underemployment, unemployment).

Labour Force Survey report also traces the persons outside Labour force and shows the most important aspects that distinct them. The report also shows the extent of statistical completeness indicators, and the geographical covering, time covering and the coverings according to targeted groups, and others related to subject.

Finally, when reviewing the Labour Force Survey or the prepared data, it is clear that none of them consist of counting mechanism for the important survey indicators, which creates a difficulty in getting results and the difficulty to understand some of the indicators.

## **5.2 Recommendations**

1. Working on developing quality indicators dimensions as follow:

- Comparing the survey's data with other similar data of different surveys in the same topic.
  - Comparing survey indicators according to different parts of study society.
  - Comparing survey indicators with same indicators form other surveys data that has a relation.
  - Comparing survey indicators with the same indicators from administration data records (working on constructing administration records for the Labour force in future).
  - Applying treatment mechanism procedure for non–completion/rejected cases.
  - Applying mechanism and methods of compensation.
2. Working on applying quality report related to household expenditure, and the house consumption through this year.
3. Working on expanding the field of applying quality report that included additional survey during the coming years, and the project manager has to prepare the report, and it should be followed by quality department.
4. Working on preparing metadata (ADP) for Labour Force Survey 2010.
5. Working on solving the problem of deputize, due to its influence on the preciseness of answers, so it's assured that the field team work should complete the data from the targeted individual not through deputizing, and this should be during the field work .
6. The samples directorate will establish a mechanism for updating master sample frame getting use of household survey, in the same way adopted in Labour Force Survey.



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