

# Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment

# *Measurement needs for new —and not so new— forms of employment*

## Session 6

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(Women in Informal Employment: Globalizing and Organizing)  
and

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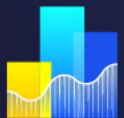
# Outline of remarks

- Users WIEGO represents
- “Old” and “new” forms of employment
- Recent changes and looking ahead to 2030+
- Consequences and measurement needs
- “Not so new” forms of employment: measurement challenges
- Emerging issues in countries where formal and “employee” jobs predominate



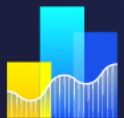
# Users with whom WIEGO collaborates

- WIEGO: Global research and policy network focused on workers in informal employment in developing and developed countries.
- Users: Member-Based Organizations (MBOs) of workers in informal employment, their global and their regional networks
- Stake in ensuring that international statistical standards and country practices help identify the status in employment, formal/informal status, and working conditions of these workers globally and in countries.
- Use of statistics



# “Old” and “new” forms of employment

- Women over-represented in some forms of informal employment. Particularly in *low earnings* rungs of informal employment (mostly own-account workers, CFWs)
  - Over-represented in some forms of “non-standard” employment in middle and high income countries. Particularly in low earning non-standard employment.
- *Some* shared patterns of organization of work across economies



# Recent changes and looking ahead to 2030 +

- Digital platform employment: Challenges to the presumption of an “employee” relationship (previous sessions)
  - Staffing industry had split the relationship in two (supervision separate from payroll) but retained the employee relationship
- ICT use expansion and facilitation of “arms’ length” forms of employment
- Lengthening of sub-contracting chains → individuals



# Consequences and measurement needs

- ICSE-18: How the Dependent Contractor sub-category of dependent employment helps measurement when countries implement it
  - Useful for measurement in both high and low income economies
- “New” forms of employment activities but also reorganization of historically traditional jobs
- Remaining challenges:
  - When tasks are “passed on” to others
  - Family helpers



# “Not so new” forms of employment: measurement challenges

- Home-based work: a work location and a form of employment
  - Distinct from remote work as part of the employee relationship
  - “Homeworkers” = home-based workers who are dependent contractors, OR “Independent” workers” operating from home
  - Challenges in country level measurement :
    - Women’s work not seen as “employment” → Risk = not identified as workers
    - Survey questions, identification of place of work: varied practices → ILO Standards
- Waste pickers: Recuperate materials for recycling → sustainability
  - Operate individually, as family, as cooperatives
  - Rarely in official statistics → Citizen-generated local initiatives
  - UNSD Collaborative on Citizen Data Initiatives considers such workers





# Emerging issues in economies where formal and “employee” jobs predominate

- Migration of practices across sectors: “Crowd sourcing” as a component of work organization
- Shifting norms on hours:
  - Total hours observed vs. total hours guaranteed

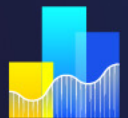


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# Thank you



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