

Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment

UNECE Task Force on Forms of Employment

Session 1 – Changing forms of employment and work relationship -
measurement

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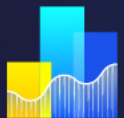


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Recent international collaboration on measuring forms of employment

Growing need to measure flexible or ambiguous work relationships



The International Classification of Status in Employment (ICSE) is updated in 2018



Forms of employment concepts such as digital platforms, telework not fully integrated in ICSE-18



Statistics Canada completes an *In-depth Review* on behalf of the Conference of European Statisticians (CES)



In-depth Review – Findings and recommendations (1)

Key finding 1: Overlapping and inconsistent concepts

Concepts related to “new forms of employment” and “quality of employment” often overlap and are used inconsistently by a wide range of actors and organisations.

E.g.: non-standard work, gig work

The concepts and categories required to understand and describe “new forms of employment” either already exist or, for the most part, could be readily developed.

Recommendation

Need for international agreement on a consolidated conceptual framework that identifies and maps the relationships between concepts essential for measuring and identifying new and established forms of employment.



In-depth Review – Findings and recommendations (2)

Key finding 2: Responding to constant change	Recommendation
<p>“New forms of employment” are constantly emerging and challenge existing legal and regulatory categories as well as statistical classifications.</p> <p>Need for concepts that are broad enough to remain relevant over time and across multiple jurisdictions, but precise enough to prevent overlap and confusion.</p>	<p>Framework to develop or consolidate “evergreen” concepts that will help national statistical offices (NSOs) understand and classify new forms of employment as they emerge.</p>

In-depth Review – Findings and recommendations (3)

Key finding 3: Managing data collection and dissemination burden

Recommendation

Multiple quality of employment frameworks and guidelines create “an embarrassment of riches” in terms of possible indicators and measures.

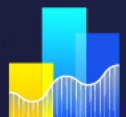
NSOs face funding constraints and limitations related to respondent burden.

Labour Force Surveys (LFS) and supplements are good data collection vehicles for many, but not all, issues and problems.

- The complexity of updating the LFS may require alternatives, such as a coherent system of supplements, separate surveys and administrative data

Assist NSOs in identify core measures and indicators that could help track key trends in forms of employment and quality of employment.

Develop recommendations on the frequency of measurement and dissemination.

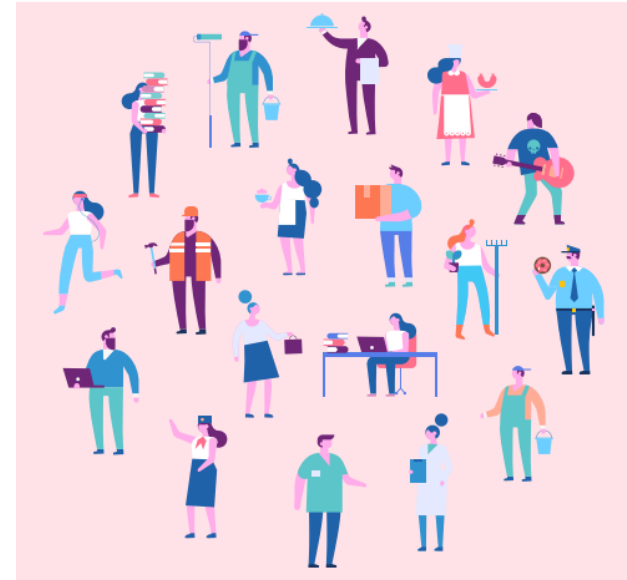


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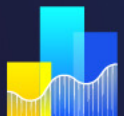
- UNECE Task Force on Forms of Employment formed in July 2021 to develop a **coherent conceptual framework** to understand and measure forms of employment
 - Focus on **aligning** frameworks and definitions rather than creating an entirely new framework.
- Led by Statistics Canada, with contributions from many statistical agencies (Finland, France, Mexico, Singapore, UK, US) and international organizations (OECD, Eurostat, ILO, Eurofound)
- *Handbook on Forms of Employment* published in summer 2022
 - Conceptual framework
 - Discussion of data sources and recommended indicators

UNECE

Handbook on Forms of Employment



UNITED NATIONS

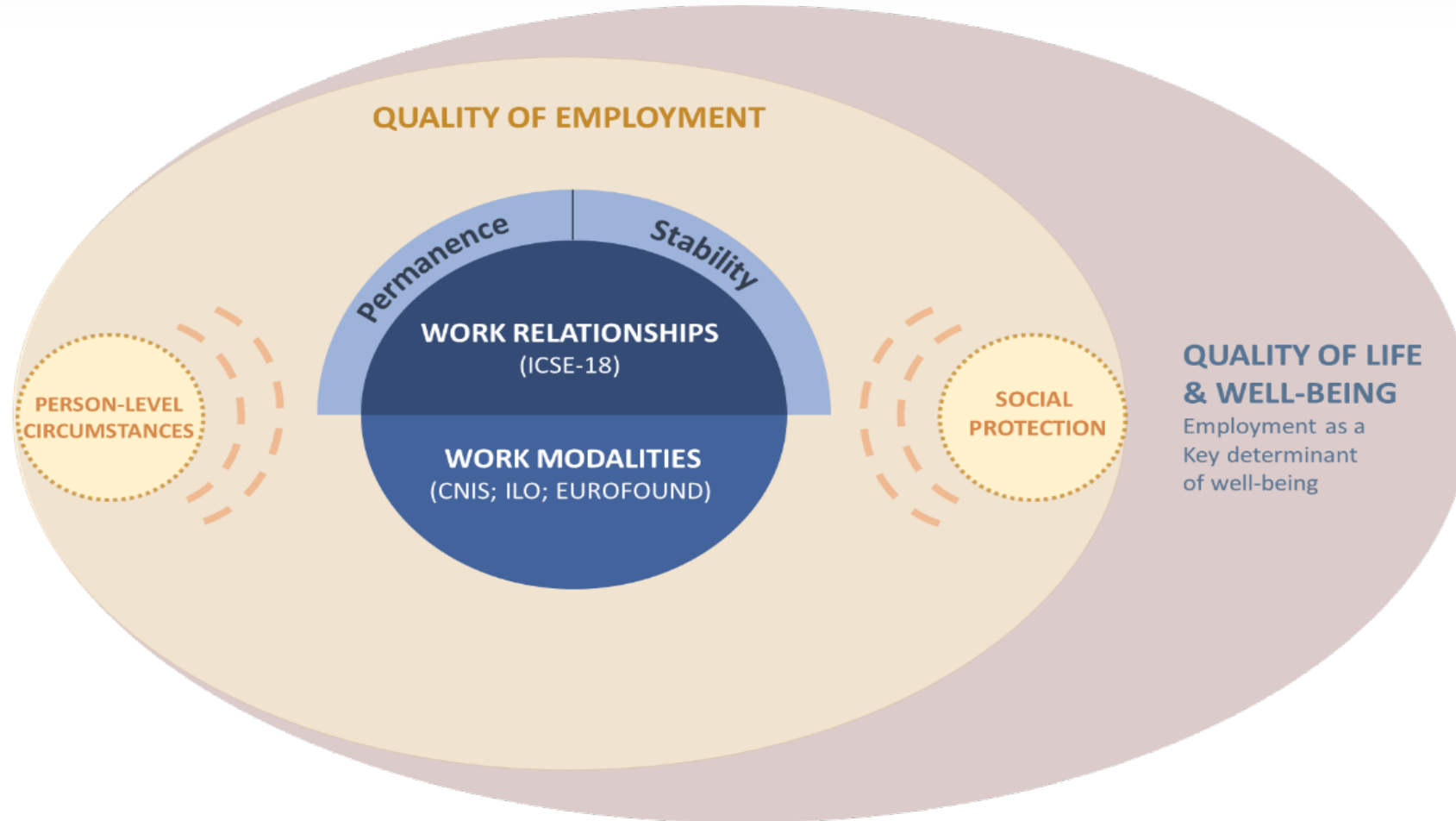


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Conceptual framework on forms of employment



Work relationships, work modalities, and permanence and stability

Work relationships (ICSE-18)		Work modalities: Example					
		Working-time		Working location		Digital platforms	
Main ICSE-18 categories	Permanence and stability	Length of work hours		Main work location		Works through a digital platform	
		Part-time	Full-time	At home	Outside the home	Yes	No
Employees	Permanent						
	Fixed-term						
	Short-term and casual						
	Paid apprentices, trainees and interns						
Dependent contractors	More permanent or stable						
	Less permanent or stable						
Employers in corporations	More permanent or stable						
	Less permanent or stable						
Employers in household market enterprises	More permanent or stable						
	Less permanent or stable						
Owner-operators of corporations without employees	More permanent or stable						
	Less permanent or stable						
Own-account workers in household market enterprises without employees	More permanent or stable						
	Less permanent or stable						
Contributing family workers	More permanent or stable						
	Less permanent or stable						



Other dimensions of the conceptual framework

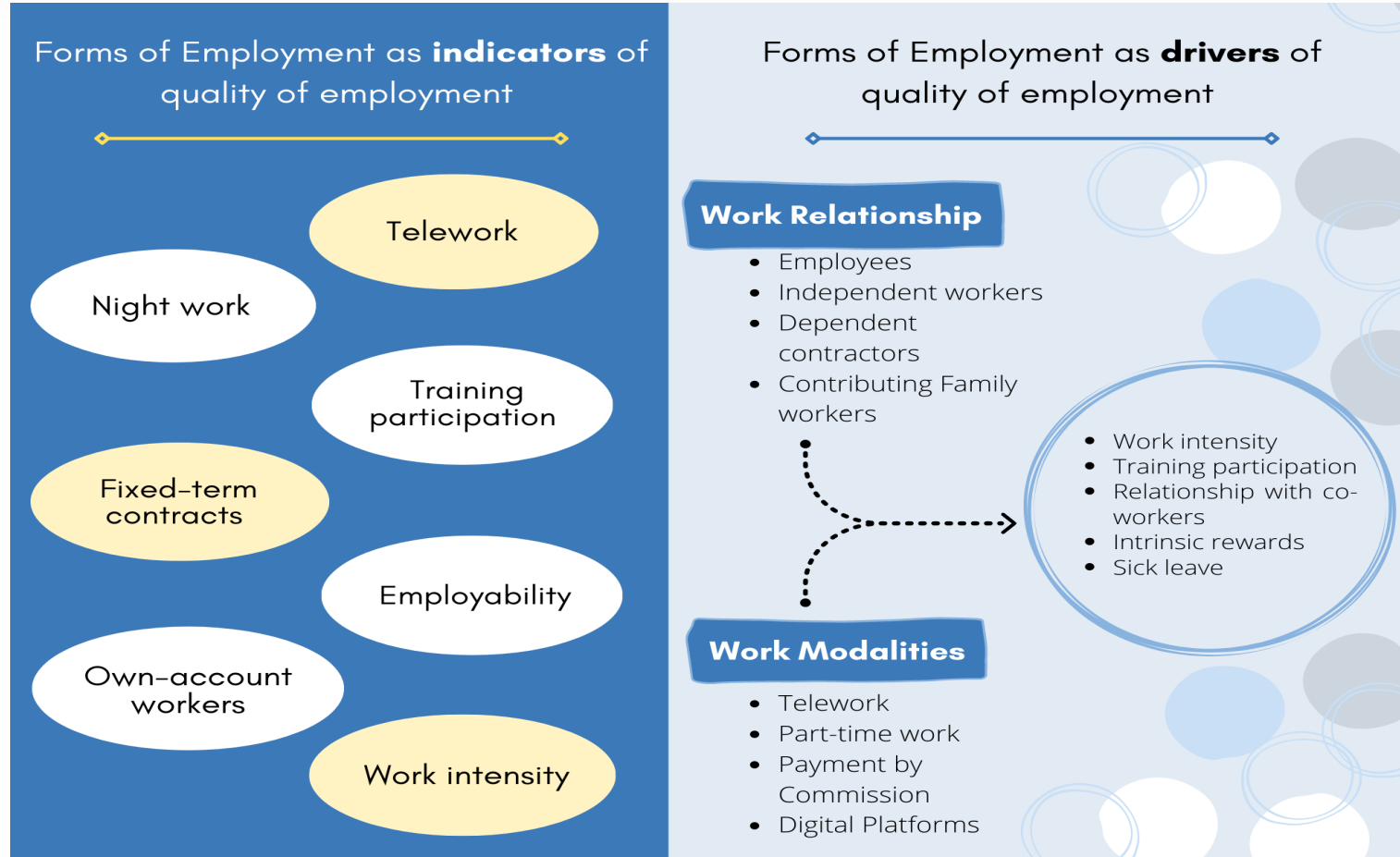
- 1) The relationship between job-level and person-level phenomena, including:
 - The characteristics of the individual such as age, gender, disability;
 - The characteristics of an individual's household or family such as housing tenure and family structure;
 - The fit between the worker and the job (e.g. involuntary part-time work);
 - Wider labour market and economic participation, such as multiple job holding, and income obtained from other sources.

- 2) The measurement of social protection in relation to employment
e.g. being covered or not by unemployment insurance

- 3) How forms of employment are related to quality of employment

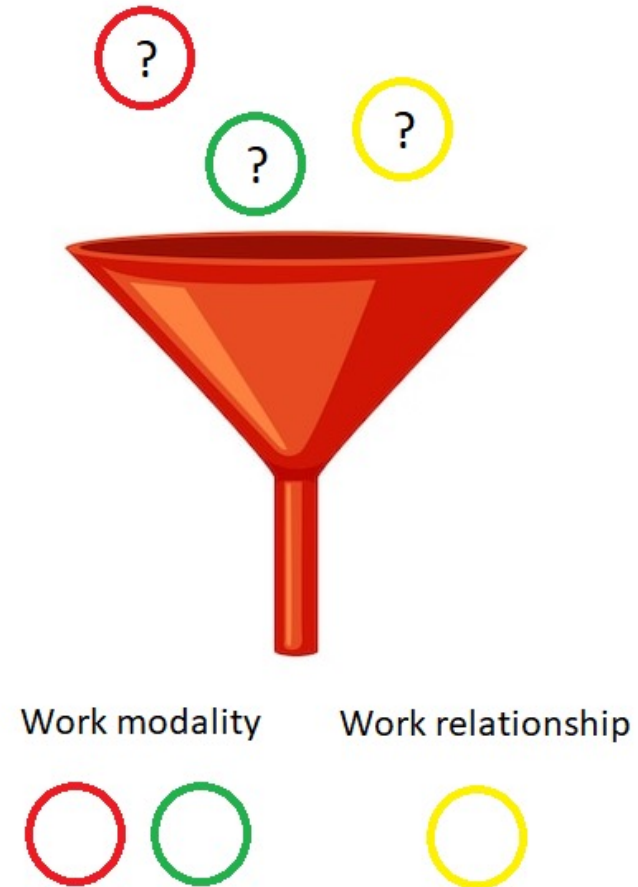


Quality of employment and forms of employment



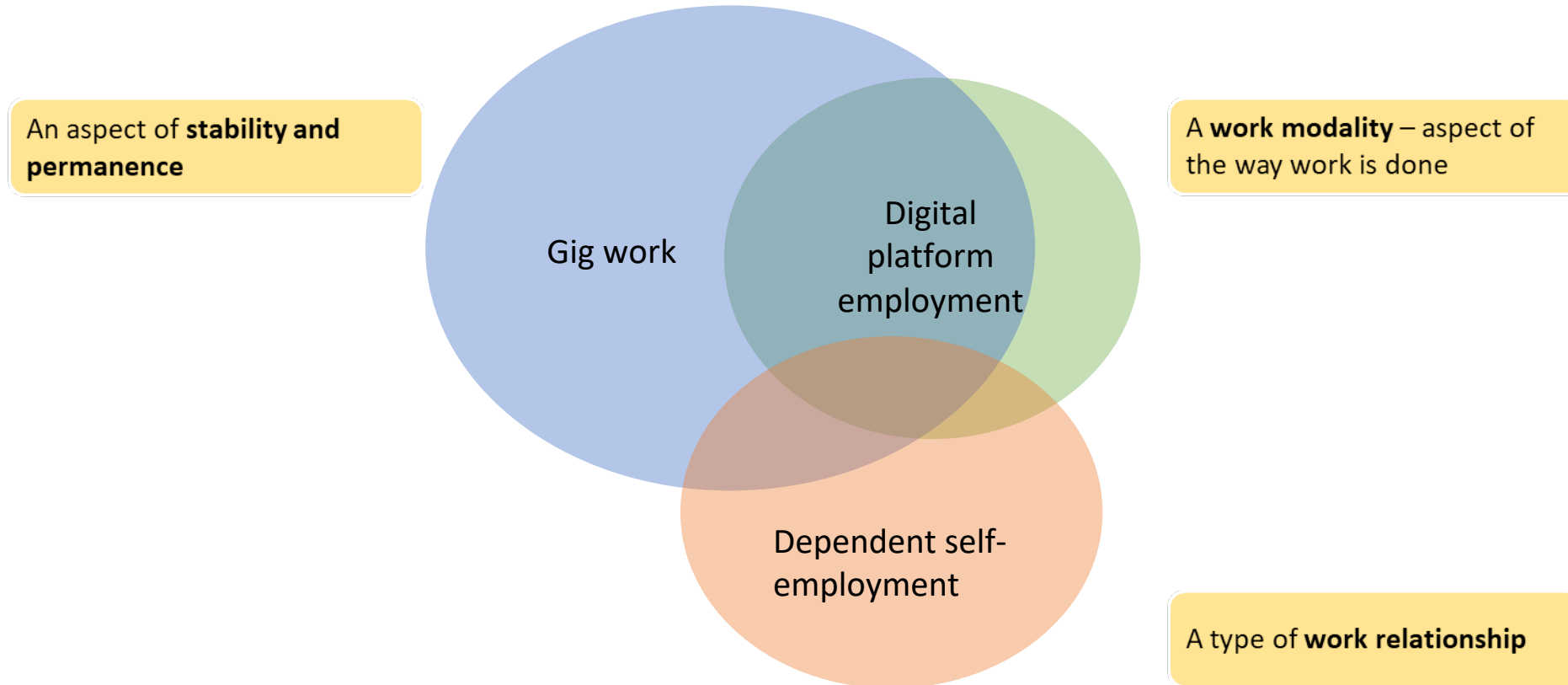
Using the Handbook to classify forms of employment

- The Handbook compiles definitions and provides the analytical tools to classify almost any form of employment
- Can help clarify what we are trying to measure, and inform analysis, dissemination and communication strategies



Applying the Handbook: A Canadian example

Three overlapping, but distinct concepts:



Hardy, V. (2024) "Defining and measuring the gig economy using survey data". *Labour Statistics: Research Papers*, Statistics Canada, Ottawa.

Online resource: How to measure forms of employment and understand their impact

Is the analysis about a specific job?

Does it concern the nature of the **economic risk** and **authority** that individuals experience at work?

⇒ **Work relationships (ICSE-18)**

- The International Classification of Status in Employment (ICSE-18) provides the basis for classifying jobs according to the nature of work relationships.
- Main categories include employees, independent workers and dependent contractors.

Work relationships can also be classified according to their **permanence and stability**

⇒

ICSE-18 classifies employees into four groups:

- Permanent
- Fixed-term
- Short-term and casual
- Paid apprentices, trainees, and paid interns

Independent workers and dependent contractors may also experience higher or lower permanence and stability

Does it relate to the way in which employment is **coordinated, performed** or **compensated** in time and space?

⇒ **Work Modality**

Involves five broad aspects:

- Working time
- Work location
- The electronic allocation and supervision of work tasks
- Forms of remuneration and payment
- Cooperation within and across organizations

Is the analysis about social protection?

Does the worker **lack access to social insurance** because of their job?

⇒

Not a form of employment, but a social protection gap

- Some forms of employment are associated with little or no social protection
- In large part depends on the design of social protection programs and regulations

Is the analysis about the situation of individuals or households?

Does it involve how employment relates to **individual** or **household** circumstances?

⇒

Interaction between forms of employment and person-level circumstances

- Captures the characteristics of people who are in different types of jobs
- Considers the fit between the worker and the job
- Examines wider labour market and economic participation including multiple job holding and income from sources other than employment



Is the analysis about relationships between employment and well-being?

Quality of Employment frameworks offer a unique lens to understand the relationship between employment and well-being

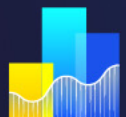
⇒

- Some forms of employment (e.g. own-account work) may be an indicator of quality of employment in themselves
- Other dimensions are not forms of employment, but describe aspects of the quality of the working environment such as relationships at work, the physical environment and mental health risk factors



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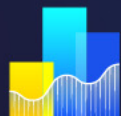


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Thank you



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