

Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment

Measuring changing forms of work in the US

Session 1

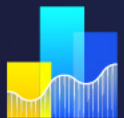
Karen Kosanovich

US Bureau of Labor Statistics



“New” forms of employment

- What are they?
- Do we already include them among the employed?
- Can they be separately identified?
- How should they be classified or characterized?
- Do we need to modify existing concepts and measures?
 - How?



Measurement

NEEDS

- Concrete and understandable definition
- Clear and perceivable distinguishing criteria
- Correct and recognizable terminology
- Large enough to appear in survey or administrative data

CHALLENGES

- Lack of commonly accepted definition
- Identifying important or distinguishing characteristics
- Lack of familiar or consistent wording
- Obtaining enough workers for analysis



Work relationships and modes of employment in the CPS (LFS)



Work relationship

- Ongoing collection of "class of worker"
 - Identify self-employed (employer/owner and own account) workers
 - Incorporated and unincorporated, with and without employees
- Infrequent collection of independent contractors
 - Identified regardless of "class of worker" (most are self-employed)
 - With/without employees, tenure, expected duration, preference
 - No identification of dependent contractors
- Infrequent collection of some intermediated employment



Contingent Worker Supplement (CWS)

- Contingent (temporary) work
 - Closest to Fixed-term employees and Short-term and casual employees
 - But also includes self-employed and independent contractors
 - Modified measurement in 2023 (forthcoming) – resembles broadest measure
 - Alternative employment arrangements
 - Independent contractors
 - On-call workers
 - Temporary help agency workers
 - Workers provided by contract firms
- Intermediated work



Contingent Worker Supplement (more)

- Digital labor platform work
 - Collected in 2023 - still in development
 - Considerable change from 2017 “electronically mediated employment” measure
 - Working on modest updates for 2025
 - Larger updates possible in future



Image courtesy of ddpavumba at FreeDigitalPhotos.net



Work schedules

- Forthcoming from CWS
 - **NEW**: Advance notice of schedule and worker control of schedule
- Work schedules supplement — September 2024
 - Number and which days worked, shift work
 - **NEW**: Flexibility of start/end time, days, and shifts worked
 - **NEW**: Advance notice of schedule



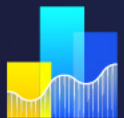
Work at home

- **NEW**: Monthly data on “telework or work at home for pay”
- Work schedules **and work at home** supplement (Sept 2024)
 - Broader scope and more detail than monthly measure
 - Frequency, days and hours at home, days exclusively at home
 - **NEW**: Ability to work at home, reason do not



Where are we heading?

- More regular collection of information in supplements
 - Contingent worker/digital labor platform worker supplement
 - Work schedules and work at home supplement
- Paths for possible future research
 - Evolution of digital labor platform work, possibly expanding reference period
 - Task-based work, gig work, intermittent work
 - Self-employment - independent/dependent contractors, LLCs and incorporation
 - Multiple jobholding - what does this mean for digital platform workers?



Beyond the CPS (LFS)

- National Longitudinal Surveys
 - Alternative employment arrangements, work schedules, and work at home
 - Working to add digital labor platform work to existing NLS97 panel
 - Planning for new panel that will integrate arrangements and digital labor platform work
- American Time Use Survey
 - Access to and use of leave, work schedules, and work at home
 - Identifies "income generating activities"





Karen Kosanovich

US Bureau of Labor Statistics
Senior Economist
Kosanovich.Karen@bls.gov
www.bls.gov/cps



Global Conference on Measuring New Forms of Employment
Brussels, 4 - 5 July 2024



Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment