

# Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024

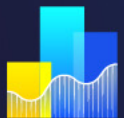


#MeasuringEmployment

# Are labor statistics prepared to inform on the future of work?: a global perspective

## Session 6

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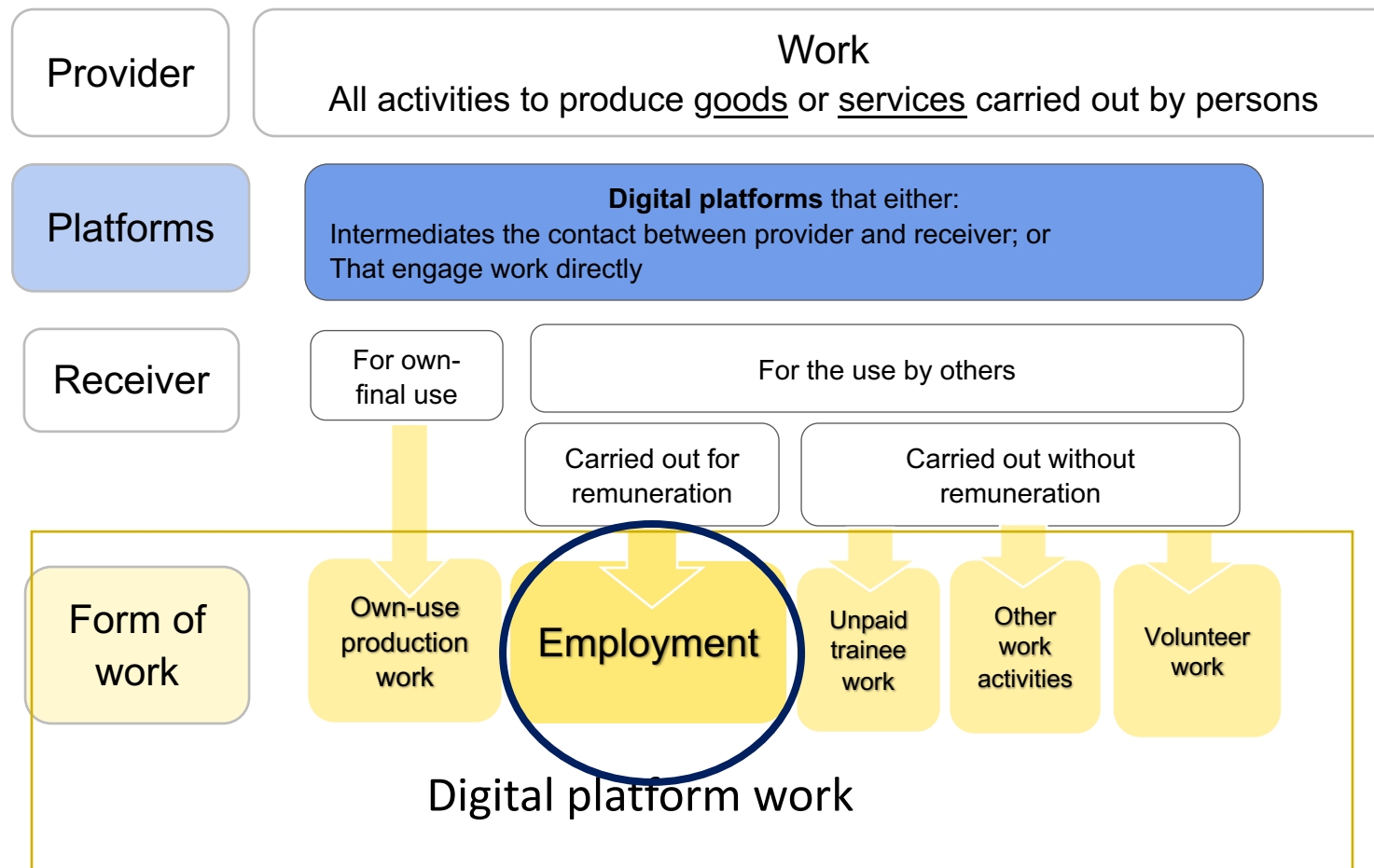


# Changes are hectic, are we lagging in concepts/definitions/frameworks?

- The standard-setting has been ahead of times at the global level. Tripartite consensus has produced ground-breaking changes in a short time (2013-2023).
- The International Conference of Labour Statisticians in 2013 defined work as broader than employment, broadening scope
- In 2019 the 20th ICLS adopted a new resolution on work relationships
- In 2023 the 21st ICLS focussed on informal economy
- Remote work and care work popped up strongly during COVID-19
- Still work to be done on digital nomadism, zero-hour contracts, multiple job holding, temporary contracts, digital self-employed, crossborder work, etc

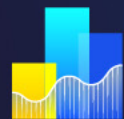


# Conceptual framework



# Work relationships (20<sup>th</sup> ICLS)

- **Reference concepts**
  - Defines the reference concepts such as statistical units, type of authority (what the worker is able to exercise in relation to the work performed) and type of economic risk (to which the worker is exposed)
  - Identifies dependent contractors, key to understand many new forms of work.
- **Revised International Classification of Status in Employment (ICSE-18)**
  - Comprises ten categories applicable to employment and that can be organised in two different hierarchies as we saw in previous sessions.
- **International Classification of Status at Work (ICSaW)**
  - Extension of the classification of Status in Employment to cover all forms of work paid and unpaid.
- **A set of cross-cutting variables**
  - That supports the derivation and analysis of the status at work categories.
- **Guidelines on data measurement**
- **Indicators**



# Is informality a new form of work?

- The 21<sup>st</sup>. ICLS focused on informal economy: now for all types of economies and not only developing countries
- The trend is to get around needs for recognition and the costs of protection, which is at odds of ILO R204 (“Transition from Informal to the Formal economy Recommendation”) agreed in 2015.
- Some of emerging new forms of work are precisely going against this recommendation, thus the need for data and accurate identification
- Policy interest cannot miss major trends due to preconceptions and informality is not only present in less developed countries.



## Which sources are or should be available to produce adequate data on new and emerging forms of work?

- Labour Force Surveys
- Information from digital platforms: possible partnerships?
- Establishment surveys
- Administrative sources (regulatory frameworks will provide more)



## Which sources are or should be available to produce adequate data on new and emerging forms of work (cont.)?

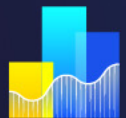
- New data sources: big data analytics, machine learning, and other AI tools
- Documents on how algorithms are designed (transparency)
- Perception or sentiment surveys (value of qualitative data)





# Are these new frameworks and sources fit for purpose?

- The key issue is global implementation and active use by policymakers (communication)
- Are the statistical standards still relevant in evolving labour markets (hours of work, earnings, OSH, etc)?
- ICSE-18 will help digital platform work (like control over work) but DPW adds the complexity of technology
- 19<sup>th</sup> ICLS resolution was particularly fit for purpose during COVID-19 and beyond
- Should be adaptable to emerging forms of work



# The future...

- Should be updated through an agile mechanism, but it entails costs
- Quality & Availability of various sources varies and biases should be carefully studied (trust, response rates, selection)
- Need to have further harmonization of concepts: digital platform work, remote work, among others.
- ISCO-08 update, care work



# Data gaps for policies

- Conditions of work: earnings, hours worked, job tenure and work/life balance
- OSH, mental health
- Productivity: why these new forms are used?
- Skills/ anticipation
- Labour rights, particularly collective bargaining and dispute resolution mechanisms
- Social protection
- Automation of tasks (AI)
- Location of workers (rural/urban but also cross border work)



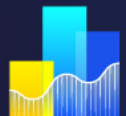


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# Thank you



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