

Approved

## TASK FORCE ON FORMS OF EMPLOYMENT TERMS OF REFERENCE

Prepared by the Task Force

### I. BACKGROUND

1. In February 2021, the CES Bureau carried out an in-depth review on new forms of employment (NFE) based on the paper *In-depth review of new forms of employment and quality of employment: Implications for official statistics* prepared by Canada.<sup>1</sup>
2. The in-depth review showed that policy makers and other stakeholders have growing interest in NFE and changing labour market arrangements. The socio-economic implications of NFE vary according to the national contexts in which they occur. These new arrangements also impact workers differently, and may create or exacerbate inequalities. Interest in these topics has only grown since the onset of the COVID-19 pandemic, which continues to affect employment, workers and the workplace in unprecedented ways.
3. The in-depth review highlighted the need for clarification of concepts and definitions in order to facilitate national statistical efforts to measure NFE and to improve international comparability. The review also revealed challenges with data collection, including the response burden for producing statistics on NFE through surveys.
4. The Bureau, therefore, recommended establishing a Task Force on forms of employment to develop a consolidated conceptual framework that identifies and maps the relationships between concepts essential for measuring and identifying new and established forms of employment. The conceptual framework should account for NFE in a manner that will remain relevant as new modalities and work relationships pertaining to employment continue to emerge in the future. In addition, the framework should incorporate considerations around social security schemes in an effort to trace impacts on equality and well-being. The framework should also align, and be coherent with existing frameworks on related topics, notably the UNECE statistical framework on measuring quality of employment.
5. The framework will be presented in a short handbook that will describe its components and provide key definitions and guidance.
6. Several initiatives on NFE are ongoing, involving Eurostat, Eurofound, OECD and ILO. The Task Force should coordinate closely with these initiatives, and with the UNECE Steering Group on Quality of Employment, to ensure consistency in the recommendations.

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<sup>1</sup> Document ECE/CES/2021/9

## **II. MANDATE**

7. The work of the Task Force is conducted within the mandate of the CES and its Bureau. The Task Force will report on its outputs to the CES Bureau.

## **III. OBJECTIVE**

8. In order to meet current and future statistical demands, the objective of the Task Force is to develop a conceptual framework to assist countries in producing relevant, coherent and internationally comparable statistics on forms of employment. The framework should identify and map the relationship between concepts related to new and established forms of employment as well as existing statistical frameworks. The framework should help ensure that forms of employment are consistently measured, described and classified, and assist NSOs in identifying and measuring emerging forms of employment. The framework should be aligned with the International Classification of Status in Employment 2018 (ICSE-18).

## **IV. PLANNED ACTIVITIES AND OUTPUTS**

9. The main activity and output of the Task Force will be the drafting of the conceptual framework. A possible starting point proposed by Canada is included in the Appendix.

10. The framework should take ICSE-18 as the starting point and identify and map the interrelationship of concepts related to work relationships in employment, employment modalities, person-level circumstances, social protection and quality of employment. The Task Force will also consider the concepts of formal and informal employment where this may be relevant for national contexts. Further work on this topic may be conducted in the future.

11. The Task Force should coordinate closely with Eurostat, Eurofound, ILO and OECD and ensure existing material on NFE are taken into account. The framework should propose concepts and definitions that can be applied across different frameworks.

12. The Task Force should collaborate with the UNECE Group of Experts on Quality of Employment and other international organizations to link the forms of employment framework with existing quality of employment indicators, creating a coherent system of measures and indicators. The Task Force should consult with the UNECE Steering Group on National Accounts to ensure national accounts aspects are considered.

13. The Task Force will develop a short handbook on forms of employment that will present the framework and share new or existing definitions of key concepts (e.g., 'platform' employment and 'gig' employment) based on the latest international guidelines and recommendations. The guide will also include recommended indicators and guidance for statistical agencies on the frequency of data collection and dissemination.

14. To ensure that the framework and recommendations are accurate and relevant, the Task Force may consult experts and key informants to gather information on the forms of employment emerging across the UNECE region.

15. After the Task Force completes its work, a subgroup of the UNECE Steering Group on Measuring Quality of Employment will be established to regularly map emerging forms of

employment onto the framework and ensure ongoing cross-fertilization between the framework and quality of employment indicators.

## V. TIMETABLE

16. The activities of the Task Force will follow the tentative timetable below.

July 2021	Establishment of the Task Force
July 2021	Agree on an outline of the conceptual framework on forms of employment
July-October 2021	Drafting of the framework
Nov. 2021	Presentation of the draft framework to the Expert group on Quality of Employment
January 2022	Submit final draft report to the CES Bureau meeting in February 2022
Spring 2022	Subject to the decision of the Bureau, consultation with CES member countries and organisations
June 2022	Submit final report for the CES plenary session for endorsement

## VI. METHODS OF WORK

17. The Task Force will primarily work via email and online meetings. The UNECE will create a wiki page for exchange of material.

## VII. MEMBERSHIP

18. The following countries and organisations participate in the Task Force: Canada (Chair), Australia, Colombia, Finland, France, Germany, Ireland, Israel, Italy, Mexico, Netherlands, Norway, Poland, Russian Federation, Singapore, Slovenia, Switzerland, United Kingdom, United States (Bureau of Labor Statistics), Eurofound, Eurostat, ILO, OECD and Women in Employment: Globalization and Organising (WIEGO). The Task Force is open to other countries and organisations that would like to contribute to its work.

19. UNECE will act as Secretariat to the Task Force.

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