

UNECE Task Force on Forms of Employment

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Delivering insight through data for a better Canada

CES Review : New forms of employment and quality of employment

- In many countries, the labour market is undergoing structural changes, and new ways of organizing work and employment now coexist alongside traditional forms of employment.
- The organization of forms of employment is continuously changing, which makes it difficult and costly to obtain data through surveys. There is also a lack of consensus around how to classify emerging employment phenomena.
- In this context, the CES Bureau selected the topic of *new forms of employment*, with *quality of employment* as a secondary theme, for an in-depth review for its February 2021 meeting.
- Paper prepared by Statistics Canada in Fall 2020
 - Consultations and feedback gathered from 29 NSOs as well as:
 - ILO
 - Eurofound
 - Eurostat
 - OECD

In-Depth Review – Findings and recommendations

Key finding 1: Overlapping and inconsistent concepts	Recommendation
<p>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.</p> <p>E.g.: work relationships and work modalities</p> <p>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.</p>	<p>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.</p>

In-Depth Review – Findings and recommendations

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 NSOs understand and classify new forms of employment as they emerge.</p>

In-Depth Review – Findings and recommendations

Key finding 3: Managing data collection and dissemination burden	Recommendation
<p>Multiple quality of employment frameworks and ICLS guidelines create “an embarrassment of riches” in terms of possible indicators and measures.</p> <p>NSOs face funding constraints and limitations related to respondent burden.</p> <p>Labour Force Surveys and supplements are good data collection vehicles for many, but not all, issues and problems.</p> <ul style="list-style-type: none"> The complexity of updating the LFS may require alternatives, such as a coherent system of supplements, separate surveys and/or administrative data 	<p>Assist NSOs in identifying core measures and indicators that could help track key trends in forms of employment and quality of employment.</p> <p>Develop recommendations on the frequency of measurement and dissemination.</p>

Task Force on Forms of Employment: Terms of reference

- 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 new forms of employment in a manner that will remain relevant as new work modalities and types of work relationships continue to emerge in the future.
- The framework will be presented in a short handbook that will describe its components and provide key definitions and guidance, including recommended indicators and suggestions regarding the frequency of data collection and dissemination.

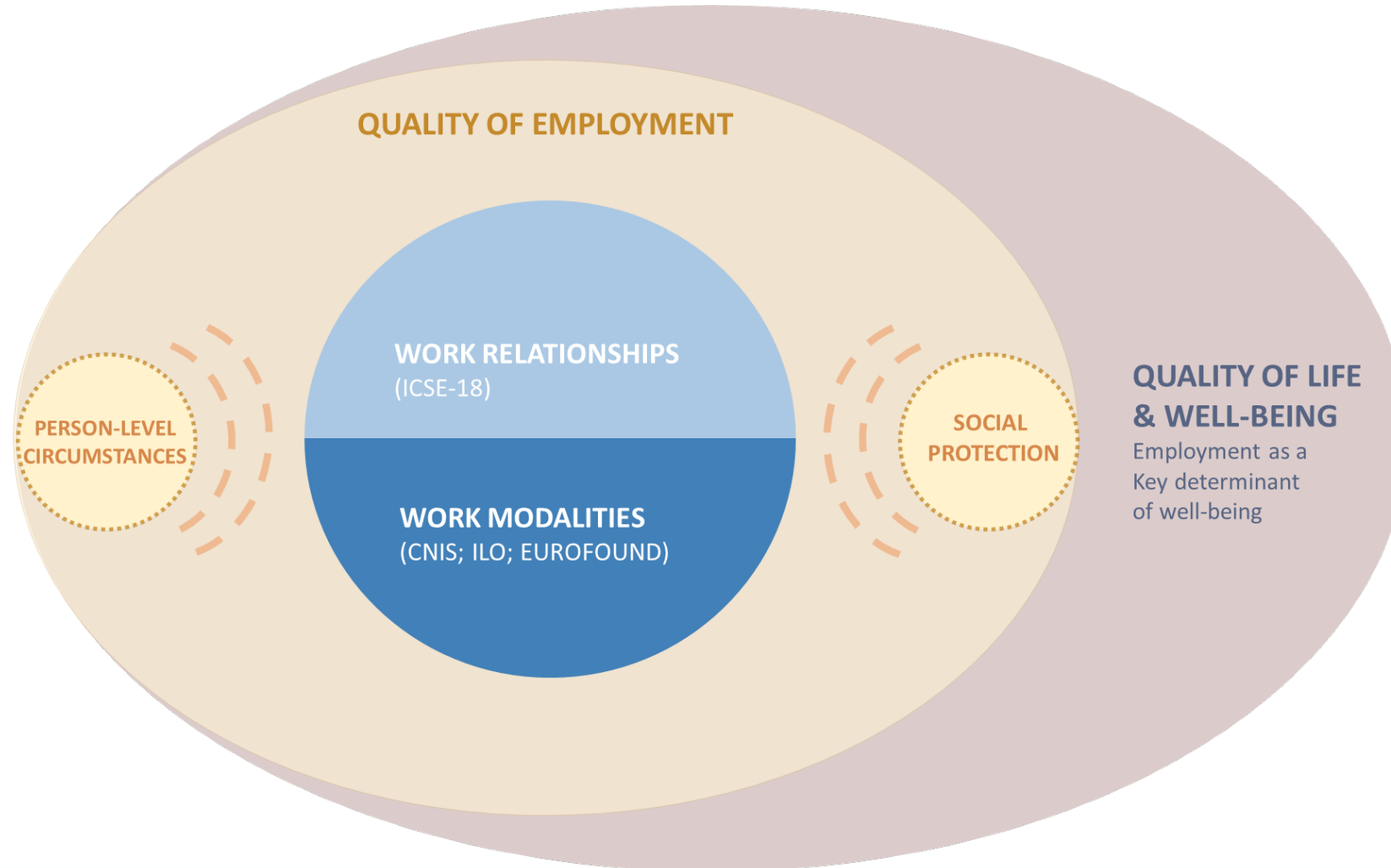
Expected outputs

- **Handbook**
 - Key definitions and concepts
 - Guidance for NSOs
 - Appendix: Result of consultations
- **Plain language communications material to foster common understanding of concepts**

Expected outcomes

- International agreement on a conceptual framework
- Assist countries in producing relevant, coherent and internationally comparable statistics on forms of employment
 - Reference document for NSOs to guide data collection and dissemination programs
- Contribute to bringing greater conceptual clarity as part of ongoing debates on the nature of new forms of employment
- Contribution to future work on measuring quality of employment
 - Bring alignment between the forms of employment framework and the UNECE statistical framework on measuring quality of employment.

Draft conceptual framework on forms of employment



Work relationships in employment

- Largely captured by ICSE-18, which examines:
- The “**relationship between the worker and the entity for which the work is performed**” (ILO, 2020, p.8), particularly in terms of:
- “(a) the authority relationships between persons who work and the economic units in which or for which the work is performed; and (b) the economic risks that follow from the contractual or other conditions under which the work is performed.” (ILO, 2020, p.9)
- Higher-level ICSE-18 categories:
 - **Employees**
 - **Dependent contractors**
 - **Employers in corporations**
 - **Employers in household market enterprises**
 - **Owner-operators of corporations without employees**
 - **Own-account workers in household market enterprises without employees**
 - **Contributing family workers**

Work modalities

- Based on existing concepts:
 - Conseil national de l'information statistique (CNIS) ("modalités d'exercice de l'emploi"): the way in which work is performed
 - Eurofound (work patterns): ways in which work is conducted
- Working definition: "Ways in which work is coordinated, performed, and compensated over time and space."
- 6 broad aspects of work modalities will be described in the Handbook:
 - Working time
 - Work location
 - Electronic allocation and supervision of work tasks
 - Cooperation within and across organizations
 - Forms of remuneration and payment
 - Informality
- Aspects of work modalities are additive: a worker could be working part-time, at home, through a digital platform, paid by the piece etc.

Permanence and stability in employment

- “Alternative classification principle”: Based on ICSE-18 and complementary concepts, forms of employment can be classified according to their **permanence**
 - Among employees: Based on categories of non-permanent employees in ICSE-18:
 - Fixed term
 - Short-term and casual
 - Paid apprentices, trainees and interns
 - Among dependent contractors and independent workers
 - Handbook to provide possible indicators of non-permanence
- Development of a definition of “gig employment” as a specific type of non-permanent employment
- **Stability** will be defined as a person-level concept based on tenure

Forms of employment: Grid logic

Characteristics of the work relationship

Aspects of work modalities

ICSE-18 categories	Permanence		Multi-party	Aspects of work modalities										
	Yes	No		Modality 1: Working time			Modality 3: Degree of informality			Modality 4: Form of remuneration				
				Length of work week	Timing	Control and flexibility	Formal	Informal	No contract	Wage or salary	Commission only	Fee for services	Payment by the piece	
Employees	Permanent		Presence or absence of a multi-party employment relationship											
		Fixed term												
		Short-term and casual												
		Paid apprentices, trainees and interns												
Dependent contractors														
Employers in corporation														
Employers in household market enterprises														
Owner-operators of corporations without employees														
Own-account workers in household market enterprises without employees														
Contributing family workers														

Example 1: Non-permanent employment

Characteristics of the work relationship			Aspects of work modalities												
ICSE-18 categories	Permanence		Multi-party	Modality 1: Working time			Modality 3: Degree of informality			Modality 4: Form of remuneration					
	Yes	No		Length of work week	Timing	Control and flexibility	Formal	Informal	No contract	Wage or salary	Commission only	Fee for services	Payment by the piece		
Employees	Permanent		Presence or absence of a multi-party employment relationship												
		Fixed term													
		Short-term and casual													
		Paid apprentices, trainees and interns													
Dependent contractors															
Employers in corporation															
Employers in household market enterprises															
Owner-operators of corporations without employees															
Own-account workers in household market enterprises without employees															
Contributing family workers															

Example 2: Part-time employment

Characteristics of the work relationship				Aspects of work modalities										
ICSE-18 categories	Permanence		Multi-party	Modality 1: Working time			Modality 3: Degree of informality			Modality 4: Form of remuneration				
	Yes	No		Length of work week	Timing	Control and flexibility	Formal	Informal	No contract	Wage or salary	Commission only	Fee for services	Payment by the piece	
Employees	Permanent		Presence or absence of a multi-party employment relationship											
		Fixed term												
		Short-term and casual												
		Paid apprentices, trainees and interns												
Dependent contractors														
Employers in corporation														
Employers in household market enterprises														
Owner-operators of corporations without employees														
Own-account workers in household market enterprises without employees														
Contributing family workers														

Example 3: Precarious/insecure employment

Characteristics of the work relationship				Aspects of work modalities										
ICSE-18 categories	Permanence		Multi-party	Modality 1: Working time			Modality 3: Degree of informality			Modality 4: Form of remuneration				
	Yes	No		Length of work week	Timing	Control and flexibility	Formal	Informal	No contract	Wage or salary	Commission only	Fee for services	Payment by the piece	
Employees	Permanent		Presence or absence of a multi-party employment relationship											
		Fixed term												
		Short-term and casual												
		Paid apprentices, trainees and interns												
Dependent contractors														
Employers in corporation														
Employers in household market enterprises														
Owner-operators of corporations without employees														
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Contributing family workers														

Social protection

- Nature of legal protection and social insurance schemes varies greatly across countries
- Some new forms of employment raise concerns because of the challenges they pose to social protection systems
 - Forms of employment may be more or less problematic in different jurisdictions
 - New forms of employment may present opportunities to update social protection programs, and favour innovation and flexibility
- The Chapter will:
 - Situate the concept of social protection in relation to forms of employment
 - Provide key definitions of concepts related to social protection
 - Describe key indicators that can help capture social protection gaps

Person-level circumstances

- Work relationships and work modalities have variable impacts on **persons**
 - New forms of employment offer opportunities such as greater flexibility, but also some risks such as earnings insecurity
- The Chapter will:
 - Distinguish between job-level and person-level measures and indicators
 - Address the importance of household-level and employer-level analysis
 - Clarify the relationship between forms of employment and precarity with reference to person-level circumstances

Quality of employment

- Aim of the Chapter is to clarify how quality of employment offers a unique lens to understand the impact of forms of employment on well-being
- Some indicators of quality of employment in the UNECE framework are based on a specific form of employment (e.g. % of fixed-term contracts) while others reflect distinct dimensions (e.g. mental health risk factors)
- The Chapter will present key definitions and explain how the concepts of forms of employment and quality of employment are related

Handbook outline

- Chapter 1: Need and rationale
- Chapter 2: Work relationships in employment
- Chapter 3: Work modalities
- Chapter 4: Stability and permanence in work relationships
- Chapter 5: Employment and social protection
- Chapter 6: Measuring interactions with personal circumstances
- Chapter 7: Forms of employment and quality of employment
- Chapter 8: Statistical measurement
- Appendix 1: Forms of employment and SNA
- Appendix 2: Results of consultations

Current status and next steps

- Chapter leads are finalizing their first drafts
- Consultations on the presence of new forms of employment in CES member countries have been completed
- Handbook draft to be submitted to CES Bureau in January
- Many thanks to all Task Force members for their contributions!

Questions?

Works cited

- ILO (2020a). *Update: Conceptual Framework for Statistics on Work Relationships*. International Labour Office, Geneva. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_746768.pdf