

# Progress of the Steering Group: Measurements on new forms of employment

Meeting of the Group of Experts on Quality of Employment

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# Background

Recent societal and economic developments, such as increased flexibility in the labour market and broader use of ICT have resulted in new forms of employment

The Steering Group on Measuring Quality of Employment is looking into the issue to assess whether any changes in the framework on Measuring Quality of Employment (MQE) are needed to address and capture these new forms of employment.

# Team members

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## New forms of employment are characterized by one or several of the following elements:

- 1) Multi-party relationships rather than single party
- 2) Networking and cooperation between the self-employed beyond the usual relationship in a supply chain e.g. resource and infrastructure sharing.
- 3) Provision of work on a discontinuous or intermittent basis and/ or for very limited periods of time rather than on a continuous and regular basis
- 4) A place of work other than the premises of the employer i.e. remote work
- 5) Prevalent use of ICT (mobile phones, PCs, tablets)

# New forms of Employment : Eurofound

| <b>Forms of Employment</b> | <b>Definition</b>  |
|----------------------------|--|
| Employee Sharing           | where an individual worker is jointly hired by a group of employers to meet the HR needs of various companies  |
| Job sharing                | where an employer hires two or more workers to jointly fill a specific job, combining two or more part-time jobs into a full-time position   |
| Interim management         | in which highly skilled experts are hired temporarily for a specific project or to solve a specific problem  |
| Casual work                | where an employer is not obliged to provide work regularly to the employee, but has the flexibility of calling them in on demand   |
| ICT-based mobile work      | where workers can do their job from any place at any time, supported by modern technologies  |
| Voucher-based work         | where the employment relationship is based on payment for services with a voucher purchased from an authorised organisation that covers both pay and social security contributions |
| Portfolio work             | where a self-employed individual works for a large number of clients, doing small-scale jobs for each of them  |
| Crowd employment           | where an online platform matches employers and workers, often with larger tasks being split up and divided among a 'virtual cloud' of workers                                      |
| Collaborative employment   | where freelancers, the self-employed or micro enterprises cooperate in some way to overcome limitations of size and professional isolation   |

Source: Eurofound (2015), *New forms of employment*

# Classification of Persons in new forms of employment : Eurofound

## Classification/Definition

### Temporary Employees

- Long term - Fixed-term Contracts of more than 1 year
  - Short term – Fixed term Contracts of more than 1 year
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### Self Employed

- Economically Dependent – Relationship with clients (often one main client), resembling employer-employee relationships
  - Independent - have autonomy over their work and operate independently, without employees
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### Employer

- Self-employed workers who have employees

# New forms of Employment : OECD

## Classification/Definition

### Platform workers

- Individuals who use an app or website to match themselves with customers, in order to provide a service
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### Temporary work

- Wage and salary workers whose job has a pre-determined termination date
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### Workers with variable hours contracts

Typically, part-time contracts that include a clause stating that hours worked can vary from one week to the next

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### Self Employed

Employers, workers who work for themselves, members of producers' co-operatives, and unpaid family workers

# Disaggregation of 'Employees'

To have a better sense of the different new forms of work, the “Employees” indicator can also separately be broken down to differentiate their employment relationships by the following groups:

- Employee-sharing
- Job sharing
- Interim Management (company leases out workers temporarily)
- Casual Work
- ICT-based mobile work or Telework
- Voucher-based work
- Employees involved in more than one form of employment (e.g. Casual Work and Voucher-based work)



# Disaggregation of 'Fixed Term Contract employees'

The current indicator in UNECE handbook measures fixed-term contract employees as a whole without distinguishing the differences in the period of their contracts (less than/more than one year).

- After reviewing the indicator, it will be insightful to examine different breakdowns :

Long-term Temporary/contract Employees

Short-term Temporary/contract Employees

# Refine self employed indicator

## Breakdown self employed into-

- Independent self-employed (own account worker), with one main client/multiple clients
- Economically dependent Self-employed (with employees) with one main client

## Differentiate their employment relationships by the following groups:

- Portfolio work (small scale contracting by freelancers, self employed or micro-enterprises).
- Platform work
- Interim Management
- ICT-based mobile work
- Voucher-based work
- Self-employed persons involved in more than one form of employment (e.g. Portfolio work and Voucher-based work)

# Add Indicator on Self-Employed Platform Workers

To better understand how workers in new forms of employment find their jobs, this indicator will allow the measurement of the proportion of self-employed workers that found their gig through apps or websites.

Thank you