

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) Relationships between employers and employees that are different from the established one-to-one employment relationship** (multiple employers for each employee, one employer for multiple employees for one specific job, or even multiple employer-multiple employee relationships)
- 2) 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
- 3) Networking and cooperation between the self-employed**, especially freelancers, going beyond the usual types of relationships along the supply chain, the sharing of premises or the traditional conduct of project work
- 4) A place of work other than the premises of the employer**, where the employee is mobile and works from multiple locations, possibly including their own office
- 5) Prevalent support from ICT (mobile phones, PCs, tablets)**. Advancement of technology changes the nature of working relationships or patterns of work

Eurofound

Classifications	Definition	Included in Handbook on Measuring Quality of Employment
Employees: 1. Long-term temporary 2. Short-term temporary	1. Employees with fixed-term contracts of more than one year (excl. those employed by a temporary employment agency) 2. Employees with fixed-term contracts of less than one year (excl. those employed by a temporary employment agency)	Measures on fixed-term contract workers as whole without short/long-term breaks
Self-employed: 1. Economically dependent self-employed 2. Independent self-employed, with employees 3. Independent self-employed, without employees	1. Workers that have relationships with their clients and often only one main client, that resemble employee relationships 2. Workers that have autonomy over their work and operate independently, with employees 3. Workers that have autonomy over their work and operate independently, without employees	Measures on self-employed without these finer breaks
Employer	Self-employed workers who have employees	√

OECD

Classifications	Definition	Included in Handbook on Measuring Quality of Employment
Platform workers	Individuals who use an app or website to match themselves with customers, in order to provide a service in return for money.	X
Temporary work (incl. fixed-term contracts)	Wage and salary workers whose job has a pre-determined termination date	√
Variable hours contracts workers	Typically, part-time contracts that include a clause stating that hours worked can vary from one week to the next	√
Self-employed workers	Employers, workers who work for themselves, members of producers' co-operatives, and unpaid family workers	√

Disaggregation of the indicator : Fixed-Term Contract Employees

- The current indicator 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 potential breakdowns such as:

Long-term Temporary/contract Employees

Short-term Temporary/contract Employees

Disaggregation of the indicator : 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
- 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)

Refine self employed indicator

Breakdown self employed into -

- Economically dependent Self-employed
- Independent self-employed, with employees
- Independent self-employed, without employees

The self-employed workers in new forms of work can be further broken down into various forms to differentiate their employment relationships by the following groups:

Portfolio work

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