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**Economic Commission for Europe****Conference of European Statisticians****Seventieth plenary session**

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Item 6 (c) of the provisional agenda

**Reports, guidelines and recommendations prepared  
under the umbrella of the Conference:****Forms of employment****Handbook on Forms of Employment****Prepared by the Task Force on forms of employment***Summary*

This document is an extract from the Handbook on Forms of Employment prepared by a dedicated Task Force composed of Australia, Canada (chair), 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, International Labour Organization, Organisation for Economic Co-operation and Development, United Nation Statistics Division and Women in Employment: Globalization and Organising.

The Handbook presents a broad framework to classify and understand forms of employment, which is centred around two main dimensions: work relationships, as defined in the 2018 International Classification of Status in Employment, and work modalities, i.e. the way in which work is coordinated, performed, and compensated. The Handbook provides definitions of key concepts, general principles and guidelines as well as a list of key recommended indicators with the goal of facilitating national statistical efforts to classify, measure and track diverse forms of employment relevant to their national context.

This abridged version of the Handbook has been prepared for translation purposes. It contains the full introduction chapter and most of the chapter on data sources and indicators (chapter 8 in the full version of the Handbook). The full version of the Handbook also includes chapters on work relationships, work modalities, stability and permanence in work relationships, measuring interaction with personal circumstances and characteristics, employment and social protection and forms of employment and quality of employment, as well as annexes and a list of references. The full Handbook has been sent to all members of the Conference of European Statisticians (CES) for electronic consultation in March 2022 and is available on the plenary session website: <https://unece.org/statistics/events/CES2022>. Summary of the feedback from the consultation will be provided in document ECE/CES/2022/5/Add.1.

Subject to a positive outcome of the consultation, the CES plenary session will be invited to endorse the Handbook.



## I. Introduction

1. Alongside the digitalisation and globalisation of societies around the world, demographic change, and the green transition, new ways of organizing employment have emerged in recent decades. The COVID-19 pandemic and public health measures introduced by governments to limit the spread of the virus have also accelerated the emergence of work performed remotely with the support of ICT and other digital technologies. New forms of employment offer benefits to both businesses and workers, but also challenge existing statistical and legal concepts, labour market institutions and social protection systems. For national statistical offices (NSOs) and researchers, the emergence of new forms of employment has created a need to adapt statistical concepts and measurement strategies to better capture the growing diversity of forms of employment.
2. In 2020, the Bureau of the Conference of European Statisticians (CES) completed an in-depth review on new forms of employment and quality of employment to assess current challenges around measuring various forms of employment. The review found that there is strong interest among policy makers and researchers across the CES region for data on new forms of employment, particularly digital platform employment.
3. At the centre of the statistical measurement of forms of employment are resolutions of the International Conference of Labour Statisticians (ICLS), which provide guidelines on core statistical concepts such as work, employment, unemployment and work relationships.
4. While these core concepts reflect broad consensus within the international statistical community, they are accompanied by a variety of additional terms and definitions proposed by international organizations, researchers, and national statistical agencies to describe in greater detail various aspects of employment. These supplementary concepts, which include notions such as non-standard employment, quality of employment, atypical employment and gig work, among others, have made substantive contributions to the understanding of the various ways in which employment is organized and carried out around the world.
5. Yet, these terms occasionally overlap and are not integrated as part of a coherent framework, leading to possible confusion about the precise nature and characteristics of various employment-related phenomena. The lack of a clear overarching framework also poses a challenge to NSOs who wish to track the growing diversity of forms of employment in a consistent and comparable manner.
6. In this context, the main purpose of the *Handbook on Forms of Employment* is to reconcile the rich conceptual literature on forms of employment around a coherent and durable conceptual framework. This framework can serve as a guide for further data collection and offers a set of terms for NSOs and researchers to use when analysing and disseminating data on forms of employment. In addition, it aims to help NSOs and other researchers understand and classify new forms of employment that are currently emerging in their country. The guide does not replace the resolutions of the ICLS and key international guidelines such as the UNECE *Handbook on Measuring Quality of Employment*. Rather, it is a reference document which compiles information from a variety of sources and serves as a starting point for more in-depth data collection and research on specific topics.
7. It is hoped that the Handbook can foster consensus within the international statistical community by providing a common conceptual language for the classification and measurement of existing and future forms of employment.

### A. What is a “form” of employment?

8. The present Handbook focuses solely on the statistical category of employment – one of the five categories of *work* defined by 19<sup>th</sup> ICLS *Resolution concerning statistics on work, employment and labour underutilization*. The Resolution defines employment as “work performed for others in exchange for pay or profit” (ILO, 2013a, paragraph 7(b)).
9. Forms of employment are, first and foremost, distinct clusters of features associated with the way employment is organized, supervised, compensated and performed. Forms of employment may have a basis in labour law, collective bargaining agreements or only exist

as organizational practices. For example, most countries establish a distinction between paid employment carried out for an employer and employment conducted for profit. However, in other cases, forms of employment only exist as company practices and lack an official definition.

10. Ongoing change in the forms of employment found in national labour markets is often, but not always, the result of strategies implemented by businesses to increase flexibility (Eurofound, 2015, p. 135). There are two broad types of flexibility. Business, or employer-led flexibility refers to the ability for businesses to operate with fewer constraints in relation to governmental regulations, time and space, while worker-led flexibility refers to the ability for workers to exert greater control over different aspects of their employment such as their work location and maintaining a balance between their work and personal life. Innovations introduced by organizations to become more flexible play an important role in increasing productivity and in decreasing transaction costs, and may provide new opportunities for workers to achieve greater work-life balance. At the same time, employer-led flexibility can increase working time instability and expose workers to greater economic risk.

11. While flexibility and forms of employment can be defined from the perspective of workers or businesses, the Handbook is aligned with existing international statistical standards on employment by focusing on the classification of forms of employment from the perspective of workers. As such it builds up from the statistical unit of employment, capturing the diverse circumstances which characterize work for pay or profit around the world, and its implications for workers.

## B. Classifying forms of employment

12. Classifying forms of employment requires addressing three key challenges (see Cappelli and Keller, 2013). The first is to ensure that forms of one type are more similar to each other than forms of a different type. While this may seem relatively straightforward, in practice, challenges arise when forms of employment are considered from different angles. For example, different types of employees may be more similar to each other than independent workers when using a classification based on autonomy, but some employees may have more characteristics in common with some types of independent workers when considering their situation in terms of stability and permanence. As such, the selection of attributes to classify forms of employment are central to the development of a consistent and durable Conceptual Framework.

13. The second challenge to address when classifying forms of employment is to use well-defined boundaries that ensure that categories of forms of employment are clearly distinct from each other. Forms of employment are discrete categories rather than points on a continuous or ordinal scale, and specific forms have common attributes which distinguishes them from others.

14. The third challenge is to ensure that forms of employment can be classified into categories that remain relatively stable and relevant over time. The labour market is in constant evolution, and new forms of employment continuously emerge in response to technological, legislative, and economic change. As such, it is important for a conceptual framework to offer a set of categories that can capture ongoing change within the labour market, while remaining informative about the specific properties which characterize each employment form.

15. In addition to the challenges identified by Cappelli and Keller, the classification of forms of employment should be associated with measurable phenomena that can serve as the basis for data collection and the statistical measurement of forms of employment.

16. While classifications are typically hierarchical in nature, with broader categories covering more detailed sub-dimensions, the conceptual framework on forms of employment is based on a two-dimensional approach which reflects the distinction between **work relationships** and **work modalities**.

## C. A two-dimensional classification

17. **Work relationships** refer to the relationship between workers and the economic unit for which they work. According to the International Labour Organization (ILO) (2020a, paragraph 7) “statistics on work relationships provide important information on the nature of the economic risk and authority that individuals experience at work, and on the strength and nature of the attachment of workers to the economic units in which or for which they work.”

Box 1

### From “self-employed” to “independent” workers

Throughout the text, the concept of **independent worker** is used instead of **self-employed**. Despite its widespread use, the term “self-employment” has an ambiguous meaning. In the System of National Accounts (SNA), self-employment refers to the working owners of unincorporated enterprises who are not in paid employment (they receive mixed income, which contains elements of both labour remuneration and capital returns), while in the previous version of International Classification of Status in Employment (ICSE) (ICSE-93), self-employment referred to all workers who are not employees, independent of the exact form of remuneration. In addition, some workers who are treated as self-employed in ICSE-93 – namely contributing family workers and dependent contractors – are not truly independent since they depend on an economic unit they do not own or control for their employment. Annex A provides a detailed explanation of self-employment in the SNA.

For this reason, the ICSE-18 classification based on authority (ICSE-18-A) treats dependent contractors and contributing family workers as distinct types of work relationships which are included in the broader group of **dependent workers**. Employers and independent workers without employees are classified as **independent workers**.

For the purposes of providing data to SNA, ICSE-18-R should be used. This version of ICSE-18 is based on the broad distinction between **employment for profit**, which includes dependent contractors, independent workers in household market enterprises, and contributing family workers, and **employment for pay**, which includes employees and the owner-operators of corporations.

18. The international statistical standard for statistics on work relationships is the International Classification of Status in Employment 2018 (ICSE-18). ICSE-18 includes two classifications: ICSE-18-R which classifies work relationships according to the type of economic risk and ICSE-18-A which classifies work relationships according to the type of authority. The status in employment categories described by ICSE-18-A include, for example, employees, employers, independent workers without employees, and dependent contractors.

19. To accurately capture the growing diversity of forms of employment – which does not only concern work relationships, but aspects of the way in which employment is conducted – the Conceptual Framework on Forms of Employment is organized around an additional dimension: the concept of **work modalities**<sup>1</sup>. This dimension refers to the ways in which work is coordinated, performed, and compensated over time and space.

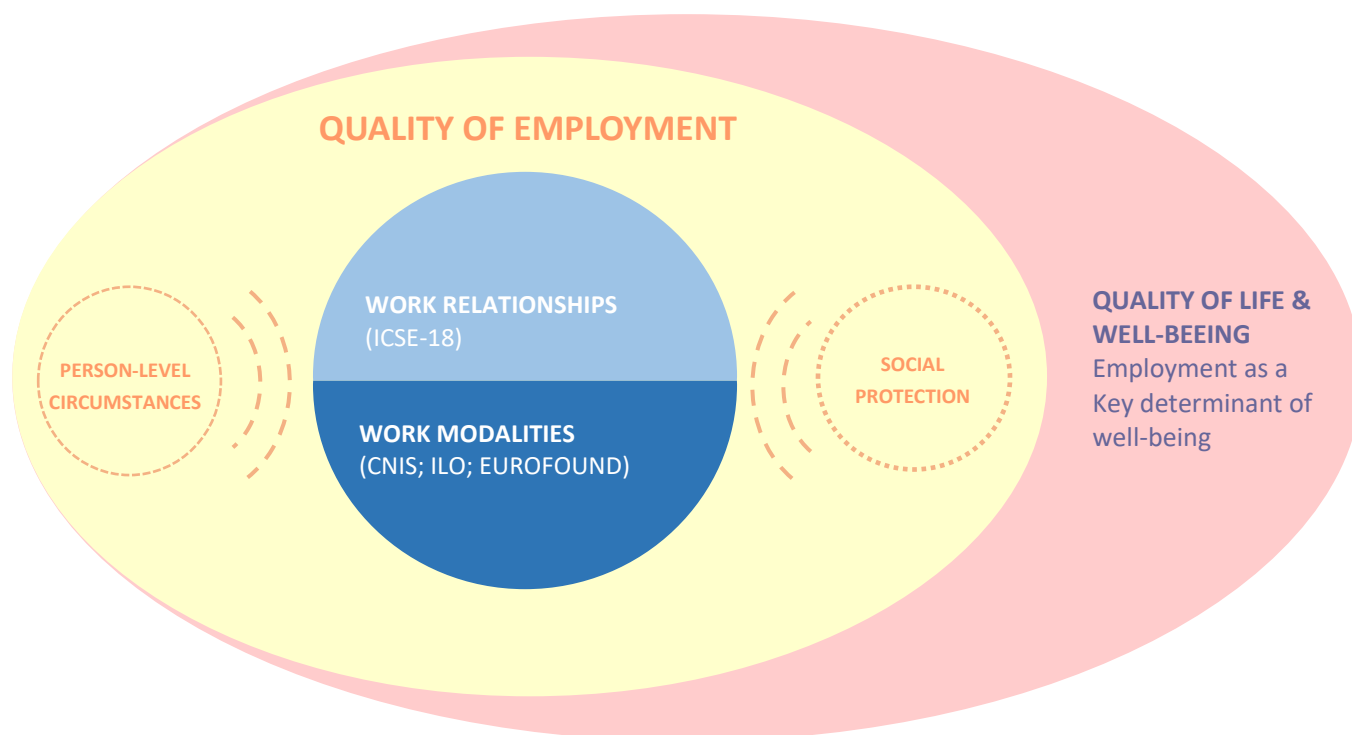
20. The idea of developing a multi-dimensional system for the classification of forms of employment is not new. In Eurofound’s (2015; 2020) conceptualization of new forms of employment in Europe, the concept of “work patterns” was introduced to describe emerging forms of employment that involve aspects other than the work relationships itself and concern “the way in which work is conducted” (Eurofound, 2015, p.7). Similarly, as part of its review of the French system of employment measurement in 2016, the Conseil national de l’information statistique (CNIS) in France independently put forward the concept of “modalities of the performance of employment” (“modalités d’exercice de l’emploi”) (CNIS, 2016) to describe phenomena which relate to the way in which work is conducted.

<sup>1</sup> NSOs and researchers may also use the terms “work pattern” or “work arrangement” if deemed more relevant to the national context or closer to existing terminology in the national language.

21. While there is no international statistical standard governing the concept of work modalities, a number of specific modalities, such as working time arrangements, are defined by ICLS resolutions.

Figure 1

### Conceptual Framework on Forms of Employment



22. Forms of employment raise additional considerations for governments, businesses and individuals and a full understanding requires capturing (1) the level of permanence and stability associated with work relationships (2) the social protection system in which the form of employment is found (3) the circumstances of persons who are employed in the form of employment and (4) the impact of forms of employment on individual well-being, as captured by the broader concept of quality of employment. Alongside work relationships and work modalities, these four dimensions offer a comprehensive conceptual framework for measuring forms of employment and understanding their impact on well-being (see Figure 1).

#### D. Integrating the dimensions in measurement

23. The relationship between work relationships and work modalities can be presented in the form of a grid (Figure 2). All forms of employment correspond to a single status in employment category that can be associated with one or more modalities.

24. The length of work hours, the main work location, and digital platforms are presented as examples of work modalities. While all combinations of these modalities and ICSE-18 categories are possible, some modalities only apply to a few or one type of work relationship. For example, some forms of remuneration, such as wages and salaries, only apply to employees and owner-operators of corporations. A more complete mapping of possible combinations of work modalities and status in employment categories is presented in Annex C of the Handbook.

Figure 2  
**The relationship between work relationships and work modalities at the level of the job**

Work relationships (ISCE-18)	Work modalities: Example					
	Working-time		Working location		Digital platforms	
	Length of work hours		Main work location		Works through a digital platform	
Main ICSE-18 categories	Part-time	Full-time	At home	Outside the home	Yes	No
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						

25. Measuring the degree of permanence or stability workers experience in their jobs may also be of interest to NSOs and researchers. While permanence in employment refers to the existence of an open-ended guarantee of continuous employment, stability refers to the length of the duration of employment (tenure) and the regularity at which workers are able to remain employed or engage in income-generating tasks. Permanence and stability should be understood as subdimensions of the broad categories of work relationships in ICSE-18 with more or less permanent or stable jobs existing within each category. While ICSE-18 includes a subclassification of employees based on permanence and stability that reflects the degree to which employees are exposed to economic risk, it does not offer guidance on the measurement of the two dimensions in other types of work relationships. However, independent workers, dependent contractors and contributing family workers may also face different levels of permanence and stability. This can be captured by additional indicators which are described in Chapter 4 of the Handbook.

26. Indicators of permanence and stability can be combined with the classification of work relationships and work modalities to create a grid covering all major dimensions of interest for the measurement of forms of employment, as illustrated in Figure 3.

Figure 3  
**Work relationships, work modalities, and permanence and stability**

Work relationships (ICSE-18)		Work modalities: Example					
		Working-time		Working location		Digital platforms	
Main ICSE-18 categories	Permanence and stability	Length of work hours		Main work location		Works through a digital platform	
		Part-time	Full-time	At home	Outside the home	Yes	No
Employees	Permanent						
	Fixed-term						
	Short-term and casual						
	Paid apprentices, trainees and interns						
Dependent contractors	More permanent or stable						
	Less permanent or stable						
Employers in corporations	More permanent or stable						
	Less permanent or stable						
Employers in household market enterprises	More permanent or stable						
	Less permanent or stable						
Owner-operators of corporations without employees	More permanent or stable						
	Less permanent or stable						
Own-account workers in household market enterprises without employees	More permanent or stable						
	Less permanent or stable						
Contributing family workers	More permanent or stable						
	Less permanent or stable						

27. While statistical indicators could reflect a specific cell within the table (e.g. fixed-term employees working part-time), in many cases a combination of status in employment categories, a specific work modality, or even a mix of modalities and status in employment categories are used to build indicators. For example, NSOs interested in measuring the use of digital platforms among independent workers without employees who work from home would combine two status in employment categories with two modalities.

28. When social insurance programs are tied to jobs rather than provided universally, social protection can be added as an additional dimension to the grid. The statistical relationship between forms of employment and social protection is highly dependent on the design of laws and social programs within a country.

29. The classification and statistical measurement of forms of employment is conducted at the level of the job. However, a person may have multiple jobs, and the job may have a different impact on the person depending on their situation. As such, the interaction between the form of employment and person-level characteristics should be treated as separate level of analysis.

## E. Organization of the Handbook

30. In the first, introductory chapter, the main dimensions of the Conceptual Framework and their interrelationships were presented and defined. Each subsequent chapter of the Handbook elaborates on these main dimensions.

31. *Chapter 2* describes in greater detail the concept of work relationships, building on the statistical units of employment and “job”, as defined by ICLS Resolutions. The Chapter also provides definitions of the main status in employment categories in ICSE-18 and introduces the concept of multi-party work relationships.

32. *Chapter 3* introduces five broad work modality aspects as well as the concept of informality and provides definitions for many modalities increasingly relevant in the context of a digitized and globalized world such as telework and digital platform employment.
33. *Chapter 4* presents definitions of stability and permanence based on ICSE-18 and introduces possible criteria for assessing stability and permanence among independent workers and dependent contractors. In addition, it proposes a definition of “gig work”, in order to help NSOs capture new forms employment that are based on short tasks rather than well-defined positions.
34. *Chapter 5* describes concepts and indicators that can be used to measure and understand the relationship between forms of employment and person-level circumstances.
35. *Chapter 6* provides a discussion of core concepts related to social protection and describes how social protection should be measured in relation to forms of employment.
36. *Chapter 7* outlines the link between the Conceptual Framework on Forms of Employment and quality of employment.
37. *Chapter 8* offers a description of possible data sources as well as recommendations on indicators to prioritize in relation to the statistical measurement of forms of employment.
38. *Annex A* addresses the conceptual and statistical relationships between forms of employment and the System of National Accounts (SNA).
39. *Annex B* presents an overview of emerging forms of employment in CES countries based on research by the European Foundation for the Improvement of Living and Working Conditions (Eurofound) complemented by the results of a survey carried out by the Task Force on forms of employment in 2021.
40. *Annex C* provides a more detailed conceptual mapping of the relationship between work relationships and work modalities.

## **F. Topics and considerations for further work**

41. The Handbook reflects consensus reached by task force members on a wide range of issues, including a broad framework to classify and understand forms of employment, definitions of key concepts such as work relationships and work modalities, as well as a list of key indicators that can help NSOs track changes in forms of employment over time and understand their impact. The Handbook does not include a comprehensive list of all forms of employment, nor does it attempt to map all possible combinations of work modalities and work relationships. Rather, it provides general principles and guidelines that can help NSOs and researchers classify and measure diverse forms of employment that are relevant to their national context. Since the Handbook focuses on concepts and statistical definitions, in most cases specific measurement guidance (e.g., examples of questions for household surveys) and recommendations on the frequency of measurement are not provided. Hence, further work on forms of employment should consider the development of practical guidance on data collection and measurement challenges. Sharing of experiences and good practices in measuring new and emerging forms of employment among countries will also be helpful.

## **II. Indicators**

42. In section 8.2.1 of the Handbook (section A below) a set of essential indicators are proposed that consider the recommendations of the 20th ICLS (ILO, 2018b) for the International Classification of status in employment (ICSE-18). Additional indicators that relate to other elements of the Conceptual Framework on Forms of Employment are presented in section 8.2.2 of the Handbook (section B below).



## A. Statistical measurement of workers based on ICSE-18

43. ICSE-18 classifies employment according to two hierarchies: the type of authority (ICSE-18-A) and the type of economic risk (ICSE-18-R). Both hierarchies should have equal priority when producing statistics. Statistics based on labour force surveys and other sources should be compiled on a regular basis according to both hierarchies.

44. Countries should select indicators that are relevant for their national context and aligned with the periodicity of data sources for statistics on employment such as the Labour Force Survey (LFS). To capture labour market circumstances within a country, indicators should be selected for monitoring “labour market performance, the stability of employment relationships, exposure of the employed population to economic risk, and participation in non-standard forms of employment and new and emerging forms of work” (ILO, 2020a, paragraph 379). The following paragraphs present indicators based on ICSE-18:

- (a) **ICSE-18 Employment categories.** For categories of workers at the 1st, 2nd and 3rd level of aggregation in ICSE-18-A and ICSE-18-R: Headcounts, average number of hours usually worked and actually worked per week in the main job, and the ratio of headcounts to the total number of persons employed. The ICSE-18 categories are shown in Box 2.1 in Chapter 2 of the Handbook, which also provides in-depth explanations of the categories.
- (b) **Multiple job holders.** Headcounts of all persons with more than one job and the ratio to total persons in employment.
- (c) **Dependent contractors.** Ratios of dependent contractors as their main job to employees, to independent workers without employees and to dependent workers.
- (d) **Sub-categories of employees.** Sub-categories of employees (41-44 in box 2.1 of the Handbook) as a share of all employees.
- (e) **Duration of work agreement.** Duration of work agreement for fixed-term employees, short-term employees and casual employees.
- (f) **Duration of employment.** Duration of employment in the current economic unit for all statuses in employment. (see Chapter 4 of the Handbook, section 4.5.1 for more detail).
- (g) **Social protection for employees.** Employees with job-dependent social protection as a share of all employees.

45. The indicators should be calculated for the employed population as a whole – or other relevant target group – and disaggregated by sex, age groups (including separate categories for youth), educational attainment, geographic region, urban and rural areas, and other relevant characteristics factoring considerations for data quality and precision (ILO, 2020a, paragraph 378).

46. Given the diverse nature of economic activities in which different forms of employment are found, it is also recommended to present data on forms of employment by occupational group (according to International Standard Classification of Occupations) and by type of activity of the economic unit (according to International Standard Industrial Classification of All Economic Activities (ISIC)/ Nomenclature of Economic Activities (NACE)).

## B. Statistical measurement of forms of employment not based on ICSE-18

47. To provide complete statistics on forms of employment and work relationships, information is needed on the characteristics of jobs and work activities that are not measured within ICSE-18 (in other words, phenomena that are not work relationships according to the type of economic risk and type of authority). To capture the diversity of forms of employment, work modalities should be considered (for further explanations see Chapter 2 and 3 of the Handbook). To present a full picture of forms of employment, information on

the level of permanence and stability, the social protection system, the circumstance of persons and aspects of quality of employment are also required.

48. Table 1 presents recommended indicators for measuring forms of employment beyond ICSE-18 that statistical offices may consider for compilation.

Table 1

**List of recommended indicators**

<i>Category/ sub-category</i>	<i>Indicator/ sub-indicator</i>	<i>Description</i>	<i>Source</i>	
<b>Multi-party relationships</b>	<b>4a6</b> Temporary employment agency workers	Headcounts and percentage (%) of employed persons	UNECE Quality of Employment (QoE) indicator	
	Workers with "shorter hours" (usually less than 30h per week, depending on national definitions)	Headcounts and percentage (%) of employed persons		
Length of work hours	Self-declared part-time workers	Headcounts and percentage (%) of employed persons		
	Part-time employees who are job-sharing	Headcounts and percentage (%) of part-time employees		
	<b>3a4</b> Employment in hours bands based on usual and actual hours	Headcounts and percentage (%) of employed persons	UNECE QoE indicator	
Time of day worked	<b>3b1, 3b2, 3b3</b> Night, evening or weekend work	Headcounts and percentage (%) of employed persons	UNECE QoE indicator	
	Employees who work split shifts	Headcounts and percentage (%) of employees		
<b>Working time &amp; Working time arrangements</b>	Employees with hours set by the employer with no possibility for change	Headcounts and percentage (%) of employees		
	Employees who can choose between several fixed working schedules determined by the company/organisation or whose schedule is negotiated with the employer	Headcounts and percentage (%) of employees		
	Working time flexibility (employees only)	Employees whose work hours are entirely determined by themselves	Headcounts and percentage (%) of employees	
		<b>3b4</b> Employees who can vary the start and end of their work day	Headcounts and percentage (%) of employees	UNECE QoE indicator
	Employees who can take time off for personal reasons	Headcounts and percentage (%) of employees		
	Employees who have a time-banking or flexitime arrangement	Headcounts and percentage (%) of employees		
	Working time variability	Workers whose total hours vary from week to week by ICSE-18 categories (Variable hours)	Headcounts and percentage (%) of employed persons	
Workers who work on different days or at different times from week to week by ICSE-18 categories (Variable schedule)		Headcounts and percentage (%) of employed persons		
Dependent workers whose variable hours are determined by the worker		Headcounts and percentage (%) of dependent workers		

<i>Category/ sub-category</i>	<i>Indicator/ sub-indicator</i>	<i>Description</i>	<i>Source</i>
	Dependent workers with variable hours	Dependent workers whose variable hours are determined by the employer	Headcounts and percentage (%) of dependent workers
	Other indicators for dependent workers	Dependent workers who are called-in to work at short notice more than once per month	Headcounts and percentage (%) of dependent workers
		Employees with care responsibilities by working time flexibility	Headcounts and percentage (%) of employees with care responsibilities
<b>Work location</b>	Workers by main work location		Headcounts and percentage (%) of employed persons 20 <sup>th</sup> ICLS resolution
	<b>3c2</b> Possibility to work at home		Percentage (%) of employed persons UNECE Quality of Employment indicator
	Home-based workers		Percentage (%) of employed persons 20 <sup>th</sup> ICLS resolution
	Occasional home-based workers		Percentage (%) of employed persons
	Employees who usually or occasionally telework		Headcounts and percentage (%) of employees
	Employees who are hybrid workers		Headcounts and percentage (%) of employees
	Employees who are high-mobility teleworkers		Headcounts and percentage (%) of employees
<b>Electronic allocation and supervision of work tasks</b>	Workers who performed digital platform employment in the last 12 months/6 month/week	by main or other job by in-person or online tasks by services/goods	Headcounts and percentage (%) of the population and employed persons
	Workers whose schedule is determined by an algorithm or software		Percentage (%) of dependent workers
	Workers who are assigned tasks based on an algorithm or software		Percentage (%) of dependent workers
	Workers whose performance is monitored by an algorithm or software		Percentage (%) of dependent workers
<b>Forms of remuneration and payment</b>	Main forms of remuneration: -for time worked (i.e., wage/ salary) -by the piece commission or tips -fee for services -determined by profit or loss		Headcounts and percentage (%) of employed persons 20 <sup>th</sup> ICLS resolution
	Employees who have a variable remuneration scheme		Percentage (%) of employees
<b>Informality</b>	Informal employment		Headcounts and percentage (%) of employed persons 17 <sup>th</sup> ICLS guidelines

<i>Category/ sub-category</i>	<i>Indicator/ sub-indicator</i>	<i>Description</i>	<i>Source</i>	
	Employees with a written form of work contract	Headcounts and percentage (%) of employees	20th ICLS resolution	
<b>Permanence</b>	Workers who have characteristics of lower permanence by ICSE-18 categories (see Chapter 4, section 4.5 of the Handbook for operationalisation)	Percentage (%) of employed persons		
	Workers who do not expect to continue working at the same job for the next 12 months for economic reasons	Percentage (%) of employed persons		
<b>Stability</b>	Workers with a tenure of 3 years or more	Headcounts and percentage (%) of employed persons		
	Workers who work throughout most of the year	Headcounts and percentage (%) of employed persons		
	Employees who are casual workers (not guaranteed a minimum number of hours of work per week)	Headcounts and percentage (%) of employees	20th ICLS resolution	
<b>Gig workers</b>	Employees with a written form of work contract	Headcounts and percentage (%) of employees		
	Workers who are gig workers (in their main/second job)	Headcounts and percentage (%) of employed persons		
	Persons who have conducted gig work over the previous 12 months	Headcounts and percentage (%) of the population and employed persons		
<b>Person-level indicators</b>	Main reasons for part-time employment	Headcounts and percentage (%) of part-time workers	20th ICLS resolution	
	<b>3a3</b> Involuntary part-time work rate	Percentage (%) of employed persons	UNECE QoE indicator	
	Non-permanent employees who want a permanent job	Percentage (%) of non-permanent employees	20th ICLS resolution	
<b>Impact of forms of employment on quality of employment</b>	1a: Safety at work	<b>1a3</b> Employed persons who are exposed to physical health risk factors at work	Percentage (%)	UNECE QoE indicator
		<b>1a4</b> Employed persons who are exposed to mental well-being risk factors at work	Percentage (%)	UNECE QoE indicator
	2a: Income from employment	<b>2a1</b> Nominal monthly / hourly earnings of employees (local currency)	Mean	UNECE QoE indicator
	2b: Non-wage pecuniary benefits	<b>2b1</b> Employees entitled to paid annual leave	Percentage (%)	UNECE QoE indicator
		<b>2b4</b> Employees entitled to paid sick leave	Percentage (%)	UNECE QoE indicator
	3a: Working hours	<b>3a1</b> Weekly hours usually worked per employed person	Mean	UNECE QoE indicator
		<b>3a2</b> Employed persons usually working 49 hours or more per week	Percentage (%)	UNECE QoE indicator
	4a: Security of employment	<b>4a2</b> Job tenure	Percentage (%)	UNECE QoE indicator
<b>4a5</b> Employed persons who might lose their job in the next six months		Percentage (%)	UNECE QoE indicator	
4b: Social protection	<b>4b1</b> Employed persons who are active contributors to a pension scheme	Percentage (%)	UNECE QoE indicator	

<i>Category/ sub-category</i>	<i>Indicator/ sub-indicator</i>	<i>Description</i>	<i>Source</i>
	<b>4b2</b> Employees that are active contributors to an unemployment insurance scheme	Percentage (%)	UNECE QoE indicator
	<b>4b3</b> Employed persons who are active contributors to a medical insurance plan/scheme related to their employment	Percentage (%)	UNECE QoE indicator
6: Skills development and training	<b>6.1</b> Employed persons having received job-related non-formal education and training in the past twelve months	Percentage (%)	UNECE QoE indicator
	<b>6.4</b> Employed persons whose job involves improving their skills	Percentage (%)	UNECE QoE indicator
7a: Employment-related relationships	<b>7a1</b> Employed persons who have a good relationship with their co-workers	Percentage (%)	UNECE QoE indicator
7b: Work motivation	<b>7b1</b> Job autonomy	Percentage (%)	UNECE QoE indicator
	<b>7b5</b> Employed persons who are able to choose their methods of work or to influence their pace of work	Percentage (%)	UNECE QoE indicator
<b>Other wage and salary indicators</b>	Low-wage earners (based on UNECE indicator <b>2a2</b> Employees with low pay or other national definition)	Percentage (%) of employees or employed persons	UNECE QoE indicator
	Monthly minimum wages	Ratio of minimum wage to average monthly earnings	
	Employees receiving minimum wages/salaries	Percentage (%) of employees	
	Nominal monthly / weekly earnings of independent workers and dependent contractors (local currency) *	Mean	

\* Due to their exposure to economic risk, the earnings of independent workers and dependent contractors may be negative.

### III. Recommendations on frequency

49. As far as possible, the collection of data for ICSE-18 should follow the same frequency as the measurement of employment. An exception is the status in employment in the second job. Since the measurement of ICSE-18 is more complex than ICSE-93, a simplified version of ICSE can be applied for second jobs to reduce response burden. In general, the level of detail may vary depending on the statistical source, and on descriptive and analytical needs.

50. If a category at any level of ICSE-18 is not common enough in a country and statistically meaningful estimates cannot be obtained due to a small sample size, or if a stable operational method for measurement has not been established at a regional or national level, it may not be appropriate to collect or compile statistics on that category on a regular basis by means of traditional surveys such as the LFS. Nevertheless, these phenomena can be of interest either because they are considered new emerging phenomena that will become more significant in the future and should be analysed during their early appearance, or because they represent a policy concern with respect to working conditions. In such cases, NSOs should consider collecting an ad hoc survey to study emerging trends. The same applies to studying new forms of employment such as digital platform employment. In any case, the decision not to collect statistics on a particular group should be empirical: evidence that the group is too small to be statistically significant in a large survey should be provided and confirmed periodically.

51. For the other recommended indicators, it is good for the data to be collected and disseminated with a certain regularity to track changes in forms of employment and quality of employment over time. In general, a policy for the frequency of data collection should be

established and communicated to users, based on the relevance of the phenomena, its evolution over time (phenomena with a slow pace of change can be collected less frequently) and the policy needs for information. Another aspect to be considered is the correlation among the indicators: main indicators can be collected more frequently and others can be collected less frequently but estimated and published more frequently on the basis of temporal disaggregation (by using the correlated higher frequency indicators as instruments).

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