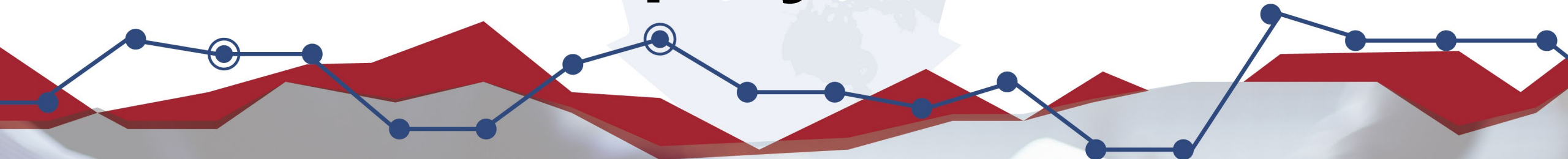


# Handbook on Forms of Employment



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Vincent Hardy –

Senior Analyst, Centre for Labour Market Information (CLMI), Statistics Canada



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# Recent international collaboration on forms of employment

Growing need for NSOs to measure flexible or ambiguous work relationships emerging in the labour market



The International Classification of Status in Employment (ICSE) is updated at the International Conference of Labour Statisticians (ICLS) in 2018



In-depth Review on Forms of employment completed by CES Bureau in Fall 2021 highlights the need for international agreement on a **consolidated conceptual framework**

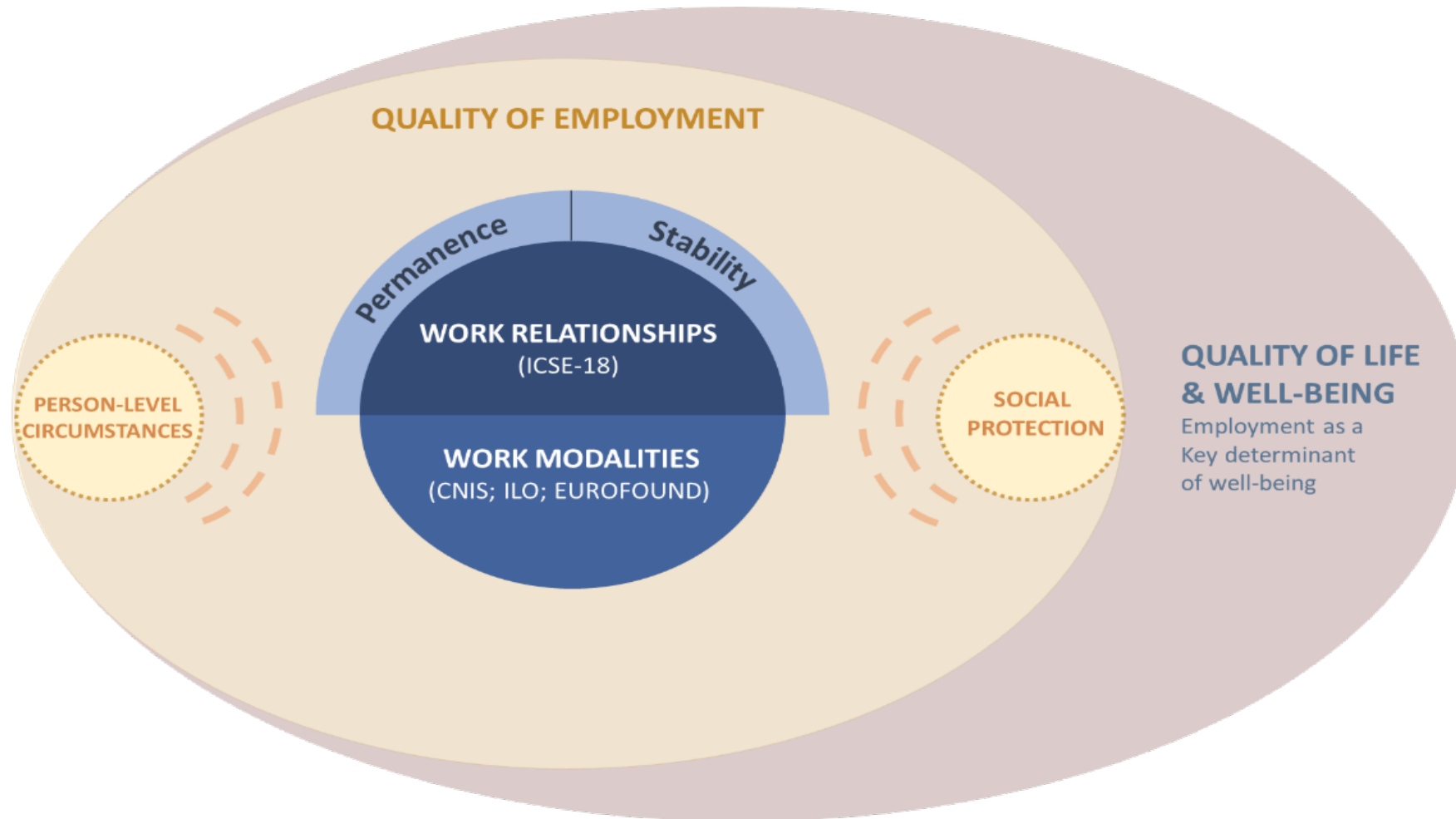


Several forms of employment of interest to NSOs not fully integrated in ICSE-18 (e.g. digital platform employment, telework)



Task Force on Forms of Employment is created in June 2021, and in June 2022 the *Handbook on Forms of employment* is endorsed by the CES plenary

# Conceptual framework on forms of employment



## Basic statistical building blocks

- **Employment:** employment is defined as work performed in return for pay or profit
- **Economic unit** corresponds to the SNA concept of institutional unit. Its defining characteristic is that it is capable of owning goods and assets, incurring liabilities and engaging in economic activities and transactions with other units in its own right.
- A **job** is defined as a set of tasks and duties performed (or meant to be performed) by one person for a single economic unit in relation to activities defined as employment ([ILO, 2018b, paragraph 8](#))
  - Work relationships, work modalities, permanence and stability are all measured at the level of the job

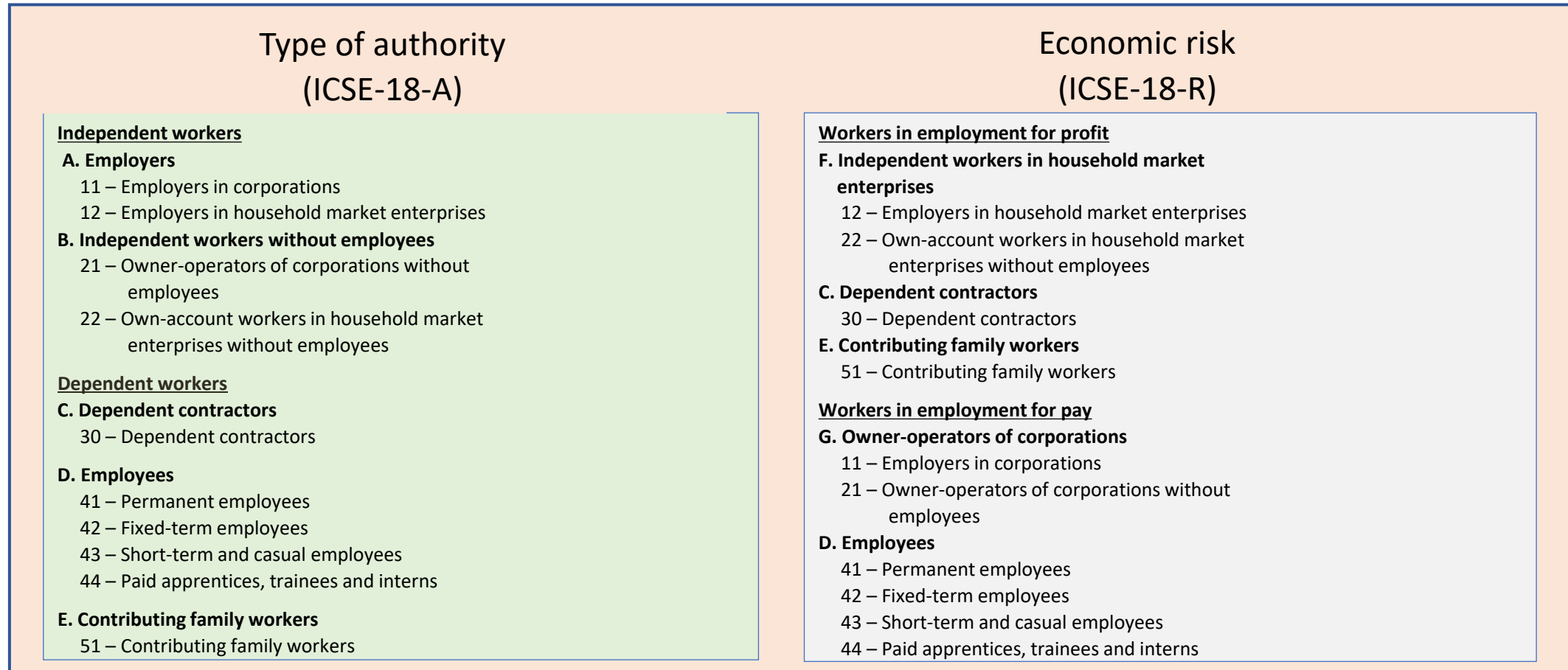
# Work relationships

- The “**relationship between the worker and the entity for which the work is performed**” (ILO, 2020, p.8)
- In ICSE-18, work relationships are classified based on the dimensions of **authority** and **economic risk**:
  - “(a) the **authority relationships** between persons who work and the economic units in which or for which the work is performed;
  - (b) the **economic risks** that follow from the contractual or other conditions under which the work is performed.” (ILO, 2020, p.9)
- ICSE-18 includes several updates to ICSE-93 including:
  - Reorganization of the classification of status in employment based on **two hierarchies** (economic risk and authority)
  - Addition of the “dependent contractor” category
  - Introduces a standard for the classification of employees based on permanence and stability

## ICSE-93 Classification structure

1. Employees
2. Employers
3. Own-account workers
4. Members of producers' cooperatives
5. Contributing family workers
6. Workers not classifiable by status

# ICSE-18 Classification structure



## Dependent contractors

- “Workers employed for profit, who are dependent on another entity that exercises control over their productive activities and directly benefits from the work performed by them” (ILO, 2020, p.37)
- Dependent contractors...
  - (1) Have contractual arrangements of a commercial nature
  - (2) Are paid by commercial transactions
  - (3) In employment for profit
  - (4) Do not have an incorporated enterprise
  - (5) Do not employ one or more persons as an employee
  - (6) Operationally and/or economically dependent on another entity that exercises control over their productive activities and directly benefits from the work they perform
- The statistical definition may differ from local legal definitions



# 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 (CNIS, 2016)
  - Eurofound (work patterns): ways in which work is conducted (Eurofound, 2015; 2020)
- Handbook definition: “Ways in which work is coordinated, performed, and compensated over time and space.”
- 5 broad aspects of work modalities are described in the Handbook:
  - Working time
  - Work location
  - Electronic allocation and supervision of work tasks
  - Forms of remuneration and payment
  - Cooperation within and across organizations
- The Handbook also discusses informality, which can be either a feature of the economic unit or of the job

# Permanence and stability of work relationships

- **Permanence** is defined as: employment relationships with no specific end-date with an explicit or implicit guarantee that an employer will undertake to provide work and remuneration or to pay for the goods or services produced over the course of the agreement.
- **Stability** is defined as: 1) the duration of employment (tenure) and (2) the regularity at which a worker engages in paid employment or income-generating tasks while maintaining a continuous duration of employment.
- A classification of employees based on permanence and stability is embedded within ICSE-18:
  - Fixed term
  - Short-term and casual
  - Paid apprentices, trainees and interns
- There can be more or less permanence and stability in any type of work relationship, including dependent contractors and independent workers.

# 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						

## Using the Framework

- The Handbook compiles definitions and provides the analytical tools to classify almost any form of employment
- **Example: Digital platform employment (DPE)**
  - Specific definition based on the EU-ILO-OECD Handbook on Digital Platform Employment (forthcoming)
  - Platforms are a work **modality** because they relate to the way in which work is coordinated over time and space
  - Most workers who work through digital platforms are **gig workers**, a term defined in terms of permanence and stability which describes (1) very short-term work, (2) paid by the task or per unit of work delivered, and (3) which does not offer any of guarantee further work

## Using the Framework – link with SNA

- Handbook includes an appendix on the relationship between the forms of employment framework and the System of National Accounts
- **Example: Cross-border remote work in SNA**
  - Both independent and dependent workers can work remotely from another country
  - In SNA, employee located in Country A, working remotely for an employer in Country B is counted as an employee in Country B
  - If the remote worker in country A is self-employed, the worker is part of employment in country A and selling a service (export of services) to the unit in country B (import of services)

## Further work and considerations

- Chapter 8 describes possible data sources and provides suggested indicators that may be prioritised for measurement
- 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
- International collaboration will continue through a new subgroup of the UNECE Expert Group on Quality of Employment.



# Questions?



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## Annex: Other dimensions of the conceptual framework

1) Understanding how to measure the relationship between job-level and person-level phenomena, including:

- The characteristics of the individual such as age, gender, disability;
- The characteristics of an individual's household or family such as housing tenure and family structure;
- The fit between the worker and the job (e.g. involuntary part-time work);
- Wider labour market and economic participation, such as multiple job holding, and income obtained from other sources.

2) How to approach the measurement of social protection in relation to employment

3) How are forms of employment related to quality of employment