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APPROACH TO THE QUALITY OF EMPLOYMENT IN DEPENDENT
CONTRACTORS IN THREE CITIES OF MEXICO

INEGI MEXICO

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Presentation

This paper offers an approach to the quality of employment in dependent contractors in three cities in Mexico, as well as its relationship with labor informality and employment linked to digital platform, based on the 2023 Labor Force Survey (LFS). The first section describes the general aspects of the reference source; the second presents the definition of dependent contractors, their measurement and results; the third section addresses employment linked to digital platforms and its relationship with dependent contractors; the fourth section deals with dependent contractors and informality; while the fifth section offers a global vision of dependent contractors, labor informality, the use of digital platform and quality of employment and finally some conclusions are stated.

1. Labor Force Survey (LFS) 2023

The Labor Force Survey (LFS) 2023 is the second experimental exercise whose purpose was to have statistics on the labor force updated to the latest international recommendations emanating from International Conferences of Labour Statisticians (ICLS). The central objective of this second exercise was to test the design of the survey on a mobile device using the institutional technological infrastructure and take advantage of the experience of the first exercise carried out in 2019 in which the design of the workforce questionnaire was tested with a direct informant. It is worth mentioning that these exercises do not replace the National Occupation and Employment Survey, which is the main source of information on the labor force in Mexico.

The design of the LFS 2023, in addition to updating the conceptual framework of the workforce to the 19th ICLS, incorporates in its design the identification of dependent contractors raised in the resolution on work relationships of the 20th ICLS and fundamental aspects to measure labor informality associated with said dependent contractors, as well as its link with the use of digital platforms based on the Handbook on Measuring Digital Platform Employment and Work (Organisation for Economic Co-operation and Development [OECD], International Labor Organization [ILO], Eurostat, 2023); and quality in employment, taking as reference the Handbook on Measuring Quality of Employment (United Nations Economic Commission for Europe [UNECE], 2015).

The LFS 2023 was carried out during the first quarter of 2023 in a sample of 6 thousand homes in the cities of Saltillo, Coahuila, in the north of the country; in Toluca, state of Mexico, in the center; and in Oaxaca, Oaxaca, in the south; applied on a mobile device and in each selected dwelling a person aged 15 or older was interviewed directly. The sampling design used was probabilistic, stratified and by clusters, in the first stage the primary sampling units were selected, in the second the dwelling and in the third stage a person aged 15 or over, using a random selection incorporated into the mobile device system.

2. Definition and measurement of dependent contractors

Resolution I of the 20th ICLS defines dependent contractors as workers who have contractual arrangements of a commercial nature (but not a contract of employment) to provide goods or services for or through another economic unit. They are not employees of that economic unit, but are dependent on that unit for organization and execution of the work, income, or for access to the market. They are 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.

- a. Their dependency may be of an operational nature, through organization of the work and/or of an economic nature such as through control over access to the market, the price for the goods produced or services provided, or access to raw materials or capital items.
- b. The economic units on which they depend may be market or non-market units and include corporations, governments and non-profit institutions which benefit from a share in the proceeds of sales of goods or services produced by the dependent contractor, and/or benefit when the work performed by dependent contractors may otherwise be performed by its employees.

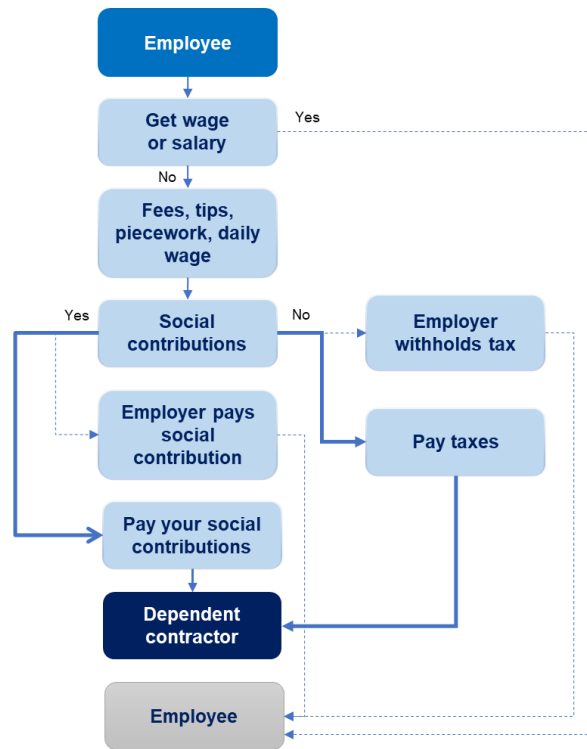
Dependent contractors, as also establishes the resolution, are employed for profits and their payment is the result of a commercial transaction and not a salary or wage. In addition, they are responsible for paying their social insurance and other social contribution; and have any of the following characteristics:

- a. their work is organized or supervised by another economic unit as a client, or as an entity that mediates access to clients
- b. the price paid for the goods produced or services provided is determined by the client or an intermediary
- c. access to raw materials, equipment or capital items is controlled by the client or an intermediary
- d. their actual working arrangements or conditions closely resemble those of employees

Dependent contractors share characteristics of employees and self-employed workers, so their identification requires detailed investigation of the dependence of a productive unit on its form of operation and connection with the market. Based on the above, two groups are configured, that of dependent contractors analogous to employees and that of those analogous to self-employed workers.

Dependent contractors analogous to employees include those who, going through a history of employed workers, recognize the existence of a boss or superior but their form of remuneration is different from a salary or wage that characterizes the employees, that is, their income is in form of fees, tips, commission, piece-rate payment or daily wage as that of a self-employed worker, excluding those workers in which the employer pays their social security or withhold income tax, which are elements that define employees, the universe being limited to workers who directly pay their social security contributions or taxes for their economic activity; or, they do not comply with any legal obligation derived from it.

Dependent contractors analogous to employees:



As for dependent contractors analogous to self-employed workers, the identification strategy, once they enter a self-employed trajectory, is a two-stage approach. The first stage focuses on establishing dependence on clients or some intermediary company for access to the market for goods and services. The second stage explores whether the third entity determines the marketing policy (sets prices, sales and/or routes) or exercises control over the process (decides or provides suppliers, applications or platforms, raw materials, inputs, machinery and equipment, facilities, credits and/or vehicles). The marketing policy is the first criterion to identify dependent contractors, followed by process control and finally the dependence on a union or intermediary to carry out the activity.

Next, the strategy for identifying dependent contractors analogous to self-employed workers is described, starting with the form of market access as the first stage and then presenting the role of the intermediary economic unit in the economic control of the process:

a) Market access through a client

When market access is through a single client, the type of client is identified. If the client is a company, business, institution, association or intermediary; the first thing that is investigated is the marketing policy; and is classified as a dependent contractor when the client establishes the price of the product or service, the minimum amount of sales or operations, the place, routes, areas or suppliers with which to work; otherwise, the client's process control investigation proceeds. If the client is an individual, the investigation focuses directly on the control of the process, first investigating whether to carry out its economic activity, it pays any rate or installments to a union or group or agent, and identifying in which

cases there is an operational dependence on said intermediary by providing vehicle, facilities, supplies, loans or credits to operate.

b) Access to the market with more than one client

When access to the market is with more than one client, it is first identified if a company or intermediary sends the majority of these, to subsequently determine if the intermediary entity establishes any marketing policy or exercises any control in the operation of the business or activity. When the employed person meets any of these criteria, they are classified as a dependent contractor.

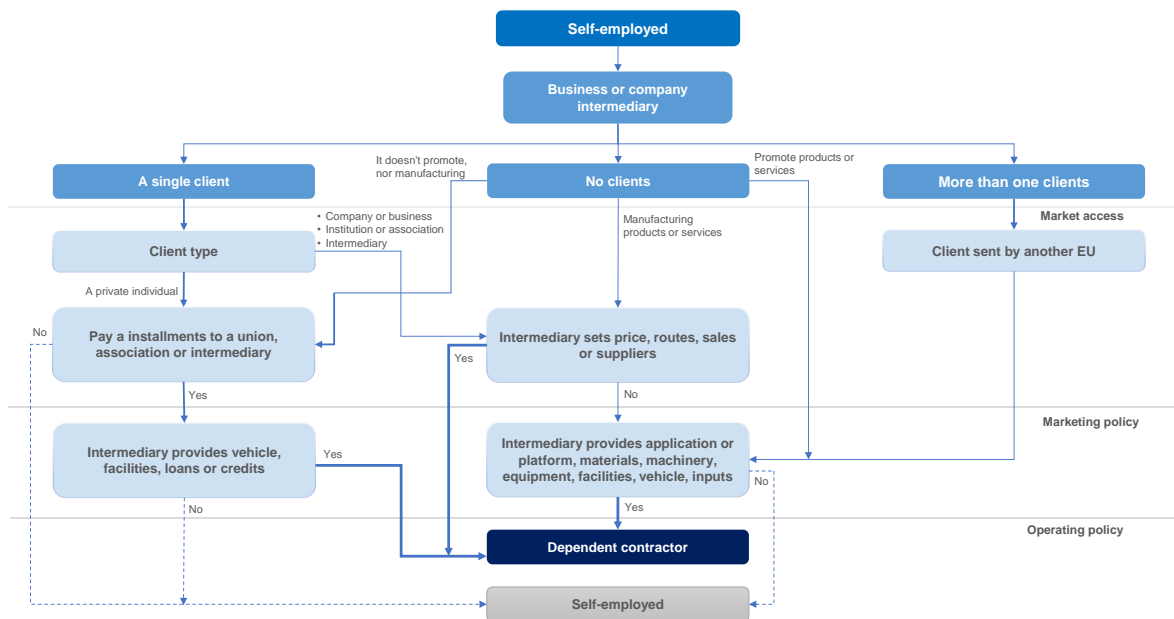
c) Access to the market through a third entity promoting or manufacturing its products

In self-employed workers who promote or manufacture products or services from a single company or enterprise, it is said that there is a brand dependency, because they seek clients on behalf of a third unit and when said entity sets the marketing policy or exercises control over the resources that affect the process, it is said to be a dependent contractor.

The possibilities raised to identify dependent contractors analogous to self-employed workers in the LFS are summarized when access to the market:

- It is determined by an individual and in order to operate, a fee is paid to a union, agent or individual who provides a vehicle, facilities, supplies or credits.
- It is through a company or intermediary, which sets the marketing and/or operation policies.
- It is with a company or intermediary that provides the majority of clients and said entity determines the marketing and/or operation policies.
- It is linked to the brand or product of a company or intermediary that determines the marketing and/or operation policies.

Dependent contractors analogous to self-employed workers



In the LFS 2023, 147.8 thousand dependent contractors were identified ², a figure equivalent to 3.9 % of the employed population in the cities of Saltillo, Toluca and Oaxaca; being 61.4 % men and 38.6 % women. Likewise, 36.3 % were analogous self-employed workers and 63.7 % analogous to employees.

In the composition by sex, dependent contractors in Saltillo were 48.9 % men and 51.1 % women; while in Oaxaca and Toluca the percentages of men, with 60.3 % and 71.4 %, respectively, were higher than that of women. Regarding the division according to the city of origin, it was similar, with around 4 out of every ten being self-employed and six out of ten being employees.

Employed population and dependent contractors by city, by sex and type of dependent contractor

Table 1

Cities	Employed population	Dependent contractors				
		Total	Sex		Type	
			Men	Women	Analogous self-employed	Analogues to employees
Total	1,215,306	47,817 3.9 %	29,375 61.4 %	18,442 38.6 %	17,368 36.3 %	30,449 63.7 %
Saltillo	418,061	12,954 3.1 %	6,331 48.9 %	6,623 51.1 %	4,628 35.7 %	8,326 64.3 %
Toluca	521,936	18,100 3.5 %	12,930 71.4 %	5,170 28.6 %	6,759 37.3 %	11,341 62.7 %
Oaxaca	275,309	16,763 6.1 %	10,114 60.3 %	6,649 39.7 %	5,981 35.7 %	10,782 64.3 %

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

3. Relationship of dependent contractors in the use of digital platforms

The resolution on statistics on labor relations of the 20th ICLS raises the need to collect additional information to complement and characterize the categories of labor relations through the so-called *transversal variables*, with the aim of covering different types of work, such as employment on digital platforms, for which the UNECE Handbook on Measuring Digital Platform Employment and Work provides guidance.

Employment on digital platforms is that carried out through an online tool or an application that relates the supply and demand of employment. Digital platforms are digital interfaces that generate economic and/or social value, which serve as direct or indirect intermediaries between three agents (the owner of the platform, the service provider and the end user of the goods and services produced); who provide services and tools that remain with the owner economic unit, thus exercising certain control over the productive activities carried out by the provider and monitoring the work process on the digital platform (OECD, ILO, Eurostat, 2023).

¹ The results presented in this paper are preliminary, because the survey is currently in the processing phase, that is, in the stage of preparing the data collected for analysis, through transformation processes such as classification, coding, review, validation, among other processes that guarantee the quality of the information to be published.

² The results presented throughout this paper refer to the main work.

The measurement of employment on digital platforms based on the LFS 2023 is based on the use of tools associated with the digital management of information in the performance of work, such as the desktop computer, *laptop* or *notebook*, *iPad* or tablet and/or cell phone; to subsequently determine if the use of any of these tools depends on access to an application (App), a technological platform or a website to provide or sell products or services, respond to requests for products or services, track products or services requested by the client or another work process.

The results regarding the digital platforms shown in table 2 indicate that, of the total number of employed people, 16.4 % used them to promote or sell products or services, respond to service requests or follow up on the service provided to the client, while among dependent contractors, the percentage of those who used digital platforms was 37.6 percent. By city, Saltillo reported the lowest percentage of dependent contractors linked to digital platforms with 33.3 %, followed by Oaxaca with 38.5 % and Toluca with 39.8 percent.

The sex composition of dependent contractors linked to digital platforms was 58.2 % men and 41.8 % women. By city, the composition was different, Saltillo reported a higher proportion of women with 62.2 %, while in Toluca and Oaxaca there were more men, 72.8 % and 55.5 %, respectively.

Likewise, 71.8 % of dependent contractors who used digital platforms were analogous to self-employed workers; while only 28.2 % were analogous to employees.

By city, dependent contractors who used digital platforms, the highest percentages correspond to self-employed analogues, representing 86.5 % in Toluca, followed by Saltillo with 63% and Oaxaca with 61.3 %.

Employed population and dependent contractors by use of digital platforms and city, according to sex and type dependent contractor

Table 2

Use of digital platforms and cities	Employed population	Dependent contractors				
		Total	Sex		Type	
			Men	Women	Analogous self-employed	Analogues to employees
Used digital platforms	199,453	17,976	58.2	41.8	71.8	28.2
Saltillo	76,316	4,308	37.8	62.2	63.0	37.0
Toluca	60,658	7,208	72.8	27.2	86.5	13.5
Oaxaca	62,479	6,460	55.5	44.5	61.3	38.7
Not used digital platforms	1,015,853	29,841	63.4	36.6	14.9	85.1
Saltillo	341,745	8,646	54.4	45.6	22.1	77.9
Toluca	461,278	10,892	70.6	29.4	4.8	95.2
Oaxaca	212,830	10,303	63.4	36.6	19.6	80.4

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

4. Informality in dependent contractors

Starting from Resolution I referring to statistics on the informal economy of the 21st ICLS, which presents informal employment as any activity carried out by persons to produce goods or provide services in exchange for remuneration or benefit that, in the law or in practice, is not covered by formal agreements such as commercial laws, procedures for declaring economic activities, income taxes, legislation, social security laws and regulations that provide protection against the economic and personal risks associated with the performance of economic activities.

Particularly, paragraph 48 establishes that informal workers are dependent contractors who do not own or operate a formal economic unit and are not registered for tax purposes, that is, they do not have a formal status in relation to the legal administrative framework or their activities are not effectively covered by formal commercial or service agreements.

In the case of dependent contractors analogous to self-employed workers, the criterion to define whether they are formal or informal are accounting practices, that is, if they use the services of an accountant, if they provide an invoice for their products or service they offer, or manages any platform required by the tax authority; and based on this information determine if the economic unit is informal and therefore the dependent contractor is also informal.

In dependent contractors analogous to employees, formality or informality is determined by whether or not they are responsible for paying their contribution to a social security institution or paying taxes to carry out the activity, unlike employees, which is determined by the accounting practices of the contracting company or business and access to social security through work. In this case, if the dependent contractor analogous to an employee does not pay his social security contribution or does not pay taxes for his activity, it is considered informal.

Table 3 shows how informal dependent contractors represent 8.1 % of the informally employed population. Within the dependent contractors, only 12% corresponds to the formal population; while 88% represents the informal population.

Both formal and informal male dependent contractors outnumbered female dependent contractors with differences of 59.8 % and 17.8 % respectively. Regarding the results by city from the informal dependent contractors in Saltillo, there were 2.4 % more women than men; and in Toluca and Oaxaca there were 31.9 % and 19.5 % more men than women respectively. On the formal side in Saltillo there were 1.2 % more women than men; and in Toluca and Oaxaca there were 100 % and 31.8 % more men than women respectively.

Dependent contractors analogous to informal employees surpassed self-employed analogues with a difference of 44.8 %; the same trend is observed in cities. As for the formal contractors, all of them concentrated on the self-employed analogues.

Employed population and dependent contractors by condition of informality and city, according to sex and type of contractors dependents

Table 3

Informality condition and city	Employed population	Dependent contractors				
		Total	Sex		Type	
			Men	Women	Analogous self-employed	Analogues to employees
Informal	513,776	42,071	58.9	41.1	27.6	72.4
Saltillo	102,472	11,788	48.8	51.2	29.4	70.6
Toluca	243,281	15,174	65.9	34.1	25.3	74.7
Oaxaca	168,023	15,109	59.7	40.3	28.6	71.4
Formal	701,530	5,746	79.9	20.1	100.0	0.0
Saltillo	315,589	1,166	49.4	50.6	100.0	0.0
Toluca	278,655	2,926	100.0	0.0	100.0	0.0
Oaxaca	107,286	1,654	65.9	34.1	100.0	0.0

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

In table 4, it can be seen that of the total informal dependent contractors that did not use digital platforms, they accounted for 68.4 %; in the cities, those who did not use them also surpassed those who used them, with Toluca having the highest percentage with 71.8 %, followed by Saltillo with 70.4 % and Oaxaca with 60.3 percent.

Within informal dependent contractors it is observed that there is a difference in being analogous to self-employed and analogous to independent. The first included 70.8 % of those who used digital platforms and the difference between those who used and did not, in Toluca is 72.8 %, in Oaxaca 40 % and in Saltillo 9.2 %; while the analogues to employees who did not use covered 83.4 % and the differences are 82.9 % in Toluca, 61.7 % in Saltillo and 53.7 % in Oaxaca.

For their part, formal dependent contractors were entirely analogous to self-employed workers, comprising 81.5 % of those who used digital platforms; highlighting that in the results by city, 100 % used digital platforms, followed by Saltillo with 70.7 % and Oaxaca with 56.5 percent.

Percentage distribution of dependent contractors by condition of informality and city, according to type of dependent contractors and use of digital platforms

Table 4

Informality condition and cities	Total		Analogous self-employed		Analogues to employees	
	Used	Not used	Used	Not used	Used	Not used
Informal	31.6	68.4	70.8	29.2	16.6	83.4
Saltillo	29.6	70.4	54.6	45.4	19.1	80.9
Toluca	28.2	71.8	86.4	13.6	8.6	91.4
Oaxaca	36.6	63.4	70.0	30.0	23.2	76.8
Formal	81.5	18.5	81.5	18.5	0.0	0.0
Saltillo	70.7	29.3	70.7	29.3	0.0	0.0
Toluca	100.0	0.0	100.0	0.0	0.0	0.0
Oaxaca	56.5	43.5	56.5	43.5	0.0	0.0

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

5. Quality in the employment of dependent contractors

For this section, the statistical framework presented in the Handbook on Measuring Quality of Employment provided by UNECE is used, which addresses the quality of employment by identifying seven dimensions and twelve sub-dimensions.



UNECE defines the quality of employment from the point of view of the employed person based on a set of 67 indicators distributed in seven dimensions and 12 sub-dimensions of employment quality. Due to the characteristics and nature of the indicators proposed by UNECE, a single source of information is not sufficient to offer a complete picture of the quality of employment; therefore, based on the LFS, a first approximation to the quality of employment in dependent contractors is offered, differentiating them between formal and informal, as well as their relationship with the use of digital platforms, covering the six dimensions with a set of 18 indicators.

5.1 Safety and ethics of employment

This dimension covers safety at work, the objective of which is to protect workers against possible injuries derived from dangers and risks at work, as well as aspects that may harm their physical and mental well-being and in the area of fair treatment in employment. Elements are provided to generate measures to combat discrimination that limits job opportunities for people (UNECE, 2015).

In Table 5, the percentage of dependent contractors who did not suffer accidents requiring medical attention is 97.2 %; of those who work in safe and hygienic conditions is 85.1 % and the percentage who did not suffer discrimination in their work due to sex, age, sexual orientation or preference, the color of their skin or their origin, any disability or illness, class social or some other reason was 96.1 percent.

In its division into formal and informal, no population with a formal occupation was found; On the other hand, the percentage of informal workers who did not suffer accidents is 97.2 %, that of those who worked in safe and hygienic conditions is 85.1 % and that of those who did not suffer discrimination is 96.1 percent.

Of all the dependent contractors who used digital platforms, 100 % did not report having had a work accident and worked in safe and hygienic conditions, while 93.3 % did not report having suffered discrimination.

Safety and ethics of employment, according to condition informality and use of digital platforms

Table 5

Indicators	Total	Informality condition		Condition of use of digital platforms	
		Formal	Informal	Used	Not used
Percentage without work accidents	97.2	0.0	97.2	100.0	96.7
Percentage that works in safe and hygienic conditions	85.1	0.0	85.1	100.0	82.0
Percentage without discrimination	96.1	0.0	96.1	93.3	96.5

Note: These indicators are calculated with respect to contractors analogous to employees
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

5.2 Income and benefits from employment.

In this dimension that covers the means that allow access to material well-being, the remunerations received by dependent contractors are presented, as well as labor benefits.

The average income of dependent contractors was 428.9 dollars, the median income in dollars was 321.2 and the percentage that received some benefit for their economic activity was 13.4 percent.

Due to informality, the average income of formal dependent contractors was 989 dollars, almost triple that of informal contractors; while the median for formal ones is 642.4 dollars, a little more than double that of informal ones. Those who used digital platforms have a higher average and median than those who did not use them, almost double in the first case and double the median income.

Regarding informal dependent contractors analogous to employees, 13.4 % received some benefit; and of the total of those who used digital platforms to do their work, 18% also received some, and of the total of those who did not use platforms, 12.5 % found themselves in the same situation.

Income and benefits from employment, according to condition informality and use of digital platforms

Table 6

Indicators	Total	Informality condition		Condition of use of digital platforms	
		Formal	Informal	Used	Not used
Average monthly income (dollars)	428.9	989.0	358.5	589.6	336.7
Median monthly income (dollars)	321.2	642.4	267.7	535.4	240.9
Percentage that receives some labor benefit	13.4	0.0	13.4	18.0	12.5

Note: The labor benefits indicator is calculated with respect to contractors analogous to employees.
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

5.3 Working time and work-life balance

This dimension refers to the balance between personal, work and social life from the perspective of time dedicated to productive activities and the availability of time for social and personal activities. Likewise, it covers aspects related to the decision to work for an income given family or care responsibilities; as well as the measurement between the time dedicated to a job and the time dedicated to private life (UNECE, 2015).

Working long hours or having a second job can interfere with the development of recreational activities and participation in household chores or family activities; while working part-time or at home favors the balance between work, personal and family life.

Table 7 shows that, on average per week, dependent contractors worked 34.2 hours, formal contractors 37.1 hours versus 44 hours for informal contractors; while those who used digital platforms worked 31.2 hours per week.

In working days of more than 48 hours per week, 28.3 % of dependent contractors were found, 18.4 % of formal contractors and 29.7 % of informal contractors, and 22.5 % of those who used digital platforms.

In days less than 35 hours per week, 46.5 % of dependent contractors worked, 34.3 % of formal contractors, 48.2 % of informal contractors and 54.1 % of those who used digital platforms.

The 8.6 % of dependent contractors had more than one job, of those formally in the main job 23.1 % had more than one job; informal ones were 6.6 %; and of those who used digital platforms they comprised 9.9 % and those who did not use them it was 7.8 percent.

Regarding those who worked at home, the percentage of formal dependent contractors is higher than that of informal ones, 25.1 % and 11.1 % respectively; likewise, the percentage of those who used digital platforms to do their work is higher with 31.6 % compared to those who did not use them (1.9 percent).

Working time and work-life balance, according to condition informality and use of digital platforms

Table 7

Indicators	Total	Informality condition		Condition of use of digital platforms	
		Formal	Informal	Used	Not used
Average hours of work per week	34.2	37.1	44.0	31.2	36.0
Percentage working more than 48 hours a week	28.3	18.4	29.7	22.5	31.7
Percentage working less than 35 hours a week	46.5	34.3	48.2	54.1	42.0
Percentage with more than one job	8.6	23.1	6.6	9.9	7.8
Percentage who works from home or residence	12.9	25.1	11.1	31.6	1.9

Note: In the indicator of percentage of dependent contractors with more than one job, only jobs in the occupation are taken into account.

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

5.4 Security of employment and social protection

This dimension refers to the safety measures and networks that can compensate for possible risks in the protection of workers and their families, such as the degree of permanence or continuity of employment, the tendency of job tenure or access to social security, the which vary depending on the forms of labor insertion.

In this case, the LFS reported that 77.5 % of dependent contractors would remain in their job during the next year, in the formal ones the percentage was 100 %, while in the informal ones it was 73.6 % and of those who used digital platforms it was 91.9 percent (Table 8).

Likewise, 62.2 % of dependent contractors had been working for more than one year, with 85% being formal, 58.5 % being informal and 73.8 % being those who used digital platforms. Finally, access to social security for dependent contractors is practically nil.

Security of employment and social protection, according to condition informality and use of digital platforms

Table 8

Indicators	Total	Informality condition		Condition of use of digital platforms	
		Formal	Informal	Used	Not used
Percentage who will stay in their job next year	77.5	100	73.6	91.9	69
Percentage with seniority greater than one year	62.2	85	58.5	73.8	55.5
Percentage with social security	0.9	7.8	0.0	0.9	1.0

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

5.5 Social dialogue

The *Social dialogue* refers to the potential to increase the quality of employment, through freedom of association, as well as the right to organize and bargain collectively to establish a dialogue between employers, organizations and government that promotes improvements in working conditions and benefits. business.

The LFS itself does not address this dimension in dependent contractors, so it would be necessary to consider incorporating questions aimed at collecting information on membership in organizations or associations of professionals, independent workers, among others.

5.6 Skills development and training

The dimension refers to the opportunities for personal development of workers and the adaptation of their skills to the demands of work as elements to improve the quality of employment.

In the LFS, this dimension only looks at dependent contractors analogous to employees, so the incorporation of questions aimed at capturing similar information in dependent contractors analogous to self-employment remains to be evaluated.

In the dependent contractors analogous to employees, 37.8 % of them received training for part of their work, a percentage that only represents the informal ones and of these, 51.8 % used digital platforms (Table 9).

In those who acquired knowledge and skills at work, the percentage of dependent contractors analogous to employees were only informal with 81.9 %, and all of them used digital platforms.

Skills development and training, according to condition informality and use of digital platforms

Table 9

Indicators	Total	Informality condition		Condition of use of digital platforms	
		Formal	Informal	Used	Not used
Percentage that has received training	37.8	0.0	37.8	51.8	35.1
Percentage that has acquired knowledge and skills	81.9	0.0	81.9	100.0	78.3

Note: These indicators are calculated with respect to contractors analogous to employees.
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

5.7 Employment-related relationships and work motivation

In this dimension, the motivation factor is important from the point of view of the worker, since it affects their health and well-being, in addition to being a factor that helps achieve high levels of sustainability at work.

In the LFS, this dimension looks only at dependent contractors analogous to employees, so it remains pending to evaluate the incorporation of questions aimed at capturing similar information in dependent contractors analogous to self-employment.

In the dependent contractors analogous to employees, 81.4 % declared that they still had things to learn in their work, among the formal ones there were no cases, the informal ones were 81.4 % and those who used digital platform covered 72.1 % (Table 10).

On the other hand, 95.3 % of the cases in which their opinion was taken into account, in the formal cases no cases were found, while the informal cases were 95.3 % and those that used digital platforms were 100 percent.

Employment-related relationships and work motivation, according to condition informality and use of digital platforms

Table 10

Indicators	Total	Informality condition		Condition of use of digital platforms	
		Formal	Informal	Used	They do not use
Percentage that has things left to learn	81.4	0.0	81.4	72.1	83.3
Percentage that takes your opinion into account	95.3	0.0	95.3	100.0	94.4

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

6. Final comments

The LFS allows us to have a first approximation of the quality of employment in dependent contractors in the context of labor informality and the use of digital platforms in work processes.

In general, the following results stand out:

- Dependent contractors represented 3.9 % of the employed population, they were predominantly men with 61.4 % and the greatest weight was represented by those analogous to employees with 63.7 percent.
- 37.6 % of dependent contractors used digital platforms, of which 58.2 % were men and 41.8 % women; and 71.8 % were analogous to self-employed workers.
- From the perspective of the economic unit, 88% of the independent contractors were informal, with men predominating with 58.9 % and those analogous to employees with 72.4 percent.
- Among informal dependent contractors, 70.8 % of self-employed analogues used digital platforms, compared to 16.6 % of employee analogues.

Regarding the quality results in the employment of self-employed contractors, the most outstanding results are the following:

- In the dimension of *safety and ethics of employment*, the indicators showed high percentages, in those who did not suffer an accident 97.2 %, employed people who worked in acceptable conditions of safety and hygiene 85.1 % and people who declared that they had not suffered discrimination labor force 96.1 %, so it can be inferred that dependent contractors had a low risk of suffering any damage to their physical and mental health.
- Regarding the dimension of *income and benefits from employment*, formal dependent contractors and those who used digital platforms reported the highest income and benefits, compared to informal ones.
- In the dimension of *working time and work-life balance*, in Formal dependent contractors, a smaller proportion worked long hours and on average worked fewer hours per week compared to informal contractors; In addition, a greater proportion of formal workers had more than one job and worked from home or domicile. In this sense, some indicators point towards a greater imbalance between work life and personal and family life and others that contribute to a greater balance.
- In the dimension of *security of employment and social protection*, the results showed low permanence and job seniority in informal workers and in those who did not use digital platforms; and social security is practically nil.
- In the *social dialogue dimension*, it remains to be evaluated the incorporation of questions aimed at collecting information on membership in organizations or associations of professionals, independent workers, among others.

- In the *skill development and training* dimension, data is only available from dependent contractors analogous to employees, where it was identified that 37.8 % of them received training and 81.9 % acquired knowledge and skills in their work.
- In the *employment-related relationships and work motivation* dimension, data is offered from dependent contractors analogous to employees, where 81.4 % of them consider that they had things left to learn in their work and 95.3 % reported that they took their opinion into account; a situation that is similar between informal workers and those who use digital platforms.

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